

The Urgent Need for Skilled Transformational Leaders: Integrating Transformational Leadership and Organization Development

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Abstract:

There is an urgent need in organizations of all types and sizes for transformational leaders who have the courage and skills to reinvent and build organizations capable of thriving in today's times of dynamic change and scarce resources. And yet, while transformational leadership has a rich and well researched history, few leaders understand the term, few organizations are developing transformational leaders, and few leaders have any idea how to be a transformational leader. One of the theories on transformational leadership is that while they are strong on the concepts needed to be a transformational leader, they are not as clear on the actual steps needed to change and transform organizations. By integrating concepts from transformational leadership and from the field of organization development that specializes in change and transformation, both fields are strengthened. Transformational leadership is made more clear and practical and organization development benefits from an emphasis on the need for transformational leaders in leading change. This paper presents an operational definition of transformational leadership so or

purposefully and systematically develop transformational leaders and in can learn the fundamental thinking and skills needed to be a skilled t leader.