

Transformational Leadership

Description

lawyeratdeskA period of change can be uncomfortable for people. Leaders that are particularly good at getting their staff to deal positively with change are called Transformational Leaders. Resistance to change in the work place can drive an organisation down and reduce morale. Transitional Leaders can encourage people to respond well to change and can be valuable through periods of uncertainty. They have the ability to encourage an organisation to transform itself by adapting to a different style of working. In recent years with so many organisations adjusting to new digital technology, this has become an important feature of digital leadership.

Getting people to deal positively with digital change isn't easy. People will often resist changes to the way that they work but this isn't simply because they are being obstructive. We actively make sense of our worlds and we act in ways that fit in with what we understand is going on. Sometimes people object to changes in how they work because they cannot see how it will improve things.

A digital change manager or digital project manager, like a transitional leader, is generally someone who realises how important it is that people should understand what is happening and who makes an effort to show them why and how it will be worthwhile to make the effort. Digital change managers help people come to terms with organisational changes by showing how a new digital approach can be linked with what people are already doing.

Digital change management is about encouraging members to be involved in the changes. The project manager actively listens to what the stakeholders have to say and takes on board their ideas and concerns. Ultimately, this means the people involved are much more likely to make the changes successful because they are also aware of the good reasons for them.

Category

1. Project

Date Created

10/07/2016