

Transformational Leadership

Mohammed Sqalli Houssaini, PhD, CPC, ELI-MP

Entrepreneur & Executive Leadership Coach

Energy Leadership Index™ - Master Practitioner (ELI-MP)

Leadership Management International (LMI) Franchisee

Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

How would you handle this situation?

Engagement/Involvement Level

Percentage of people working full time and are **engaged** at work

- very involved and enthusiastic about their work and their work environment -
is at **15%** only

And the main reason is **resistance to change**

Gallup 2018

Gallup 2018

<https://www.gallup.com/workplace/238103/improve-productivity-hire-better-managers.aspx>

Employees who work for highly engaged managers are 59% more likely to be engaged.

According to our recent State of the Global Workplace report, 85% of employees are not engaged or actively disengaged at work.

The economic consequences of this are approximately \$7 trillion in lost productivity. If 70% of that number can be attributed to *managers*, then one solution becomes clear: It's time to transform management for good.

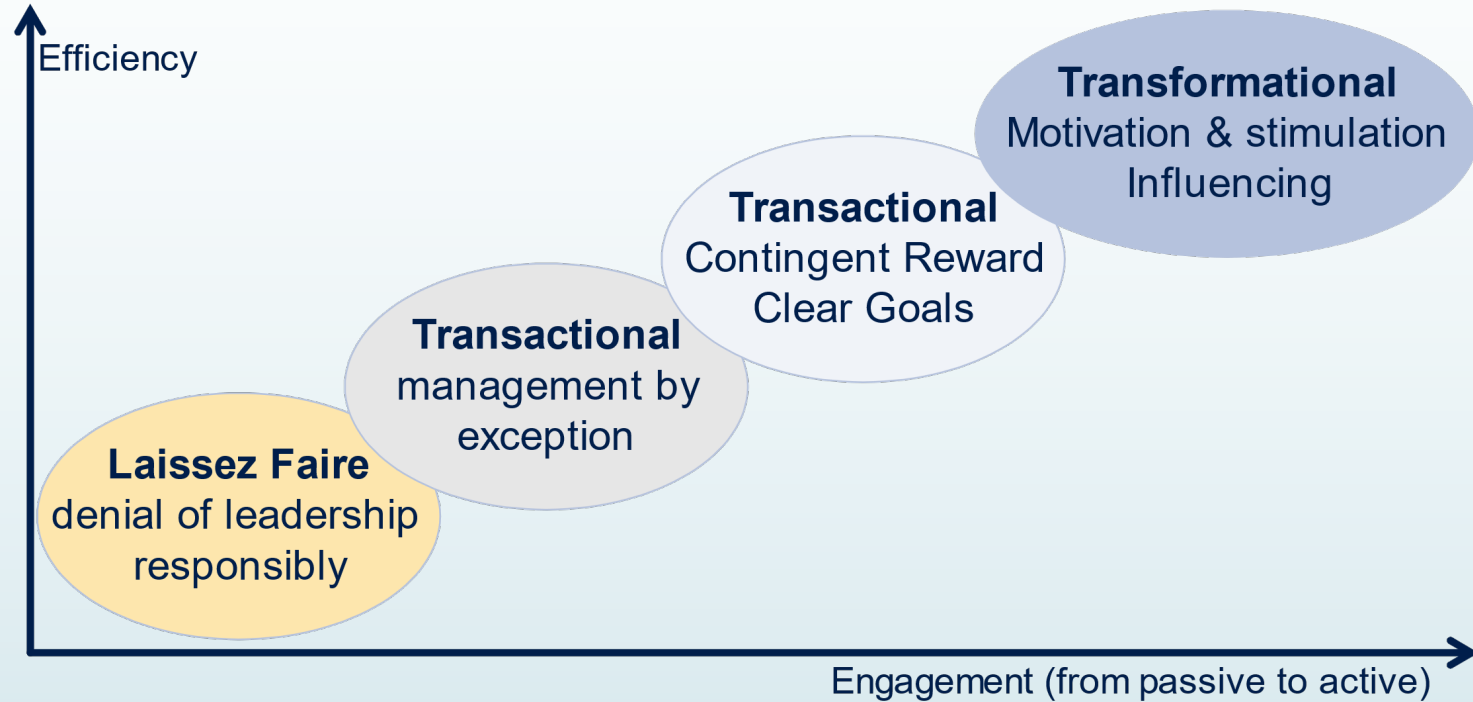
F.A.S.T

- Frustration
- Anxiety
- Stress
- Tiredness

Increase your level of
engagement

Avoid F.A.S.T

Full Range Leadership (Furtner & Baldegger, 2012)



Transformational leadership history

- The concept of transformational leadership was initially introduced by James V. Downton in 1973
- This concept was further developed by leadership expert and presidential biographer James MacGregor Burns in 2004
- According to Burns, transformational leadership can be seen when "**leaders and followers make each other advance to a higher level of morality and motivation**"
- Through the strength of their vision and personality, transformational leaders are able to **inspire** followers to change **expectations**, **perceptions**, and **motivations** to work towards common goals.

Transformational leadership components

- **Idealized Influence (II)** – the leader serves as an ideal **role model** for followers and "walks the talk".
- **Inspirational Motivation (IM)** – ability to **inspire and motivate** followers through having (and presenting) a vision.
- **Individualized Consideration (IC)** – the leader demonstrates genuine **concern** for the needs and feelings of followers. This develops **trust** in the organization. Teams are able to rely on and work together, so decisions can be made more quickly with increased buy-in.
- **Intellectual Stimulation (IS)** – the leader challenges followers to be **innovative and creative**, they encourage their followers to challenge the status quo.

Energy Leadership

- Energy Leadership refers to both a particular and unique form of leadership
- The process of **leading energy**, so that it works for you rather than against you
- Increases your ability to **shift** your own energy and the energy of those around you
- **Inspire** and **motivate** yourself and others
- Feel a greater sense of **purpose**
- Get **more done** with much less effort and stress
- Constantly **attract positive** and **powerful people** and **success** to you

Energetic Perception

- **Perception of the world through filters**
 - Our experiences, our values, our assumptions, etc.
- **Influence on the way we present ourselves in different situations**
 - Limiting Filters (like looking through a tunnel)
 - Expanding Filters (like looking through a prism)
- **Our Energy Level is an indicator of:**
 - Potential leadership ability
 - Level of engagement/involvement in life
 - Level of consciousness

Types of Energy

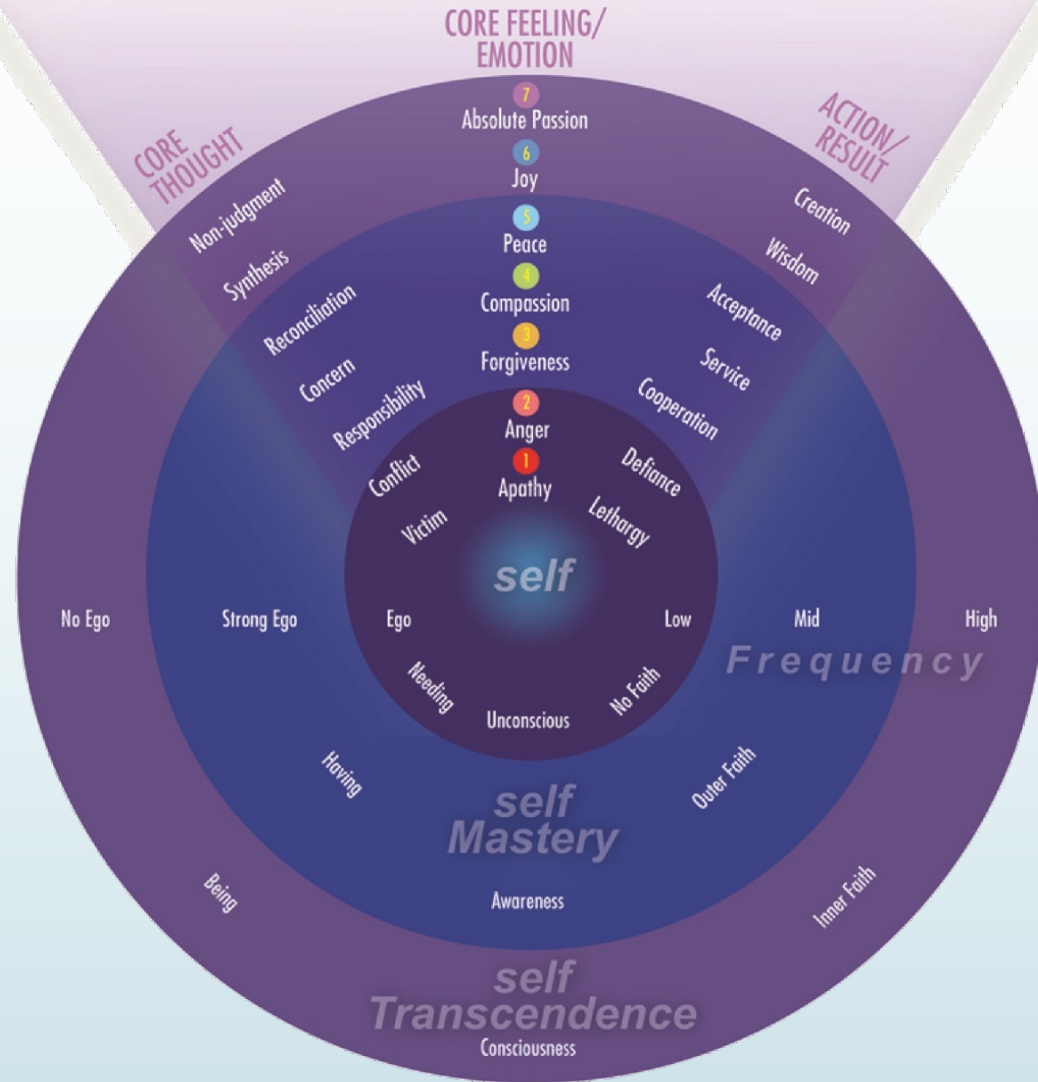
► Anabolic Energy

- Positive, constructive, and focused on growth
- Take the initiative to achieve positive results
- Expanding Filters (prisms)

► Catabolic Energy

- Draining, destructive, and harmful to us and those around us
- May prevent our full potential from being reached
- Limiting filters (tunnel)

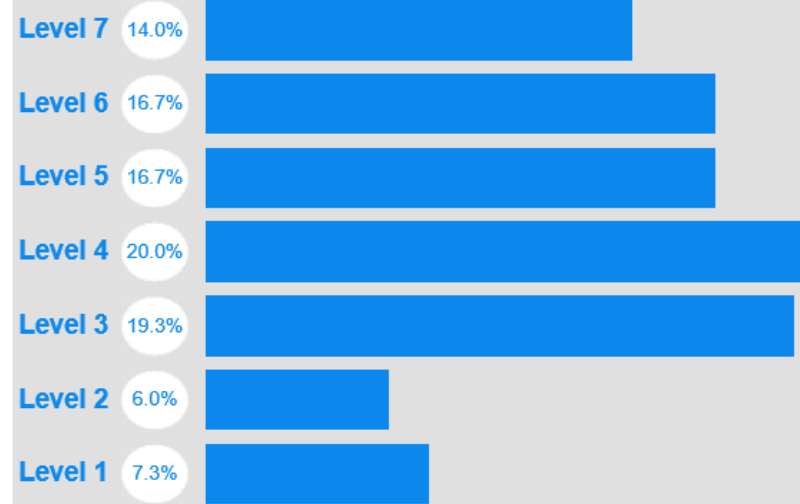
Energetic Self Perception



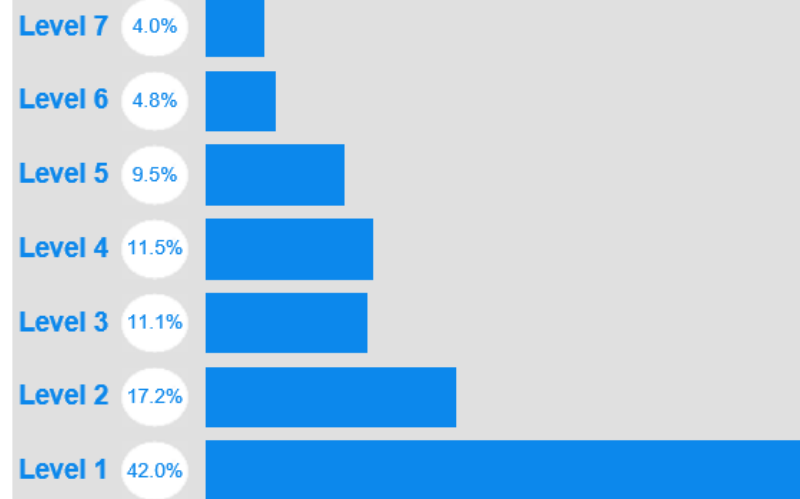
Process of Self-Mastery



Your Energetic Profile



Your Energetic Stress Reaction



Your Average Resonating Level of Energy (ARL) is 3.50.

Importance

🔒 <https://www.forbes.com/sites/forbescoachescouncil/2018/05/01/11-assessments-every-executive-should>

Forbes CommunityVoice Connecting expert communities to the Forbes audience. What is This?

35,687 views | May 1, 2018, 08:00am

11 Assessments Every Executive Should Take



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Forbes Coaches Council

Top business and career coaches from [Forbes Coaches Council](#) offer first leadership development & careers.

- f** Understanding your [strengths and weaknesses](#) as an executive can help you become a more effective leader. Though undergoing
- t** assessments may seem like a futile attempt to tell you who you are about yourself, these tests can be quite relevant in the information they
- in** provide.

🔒 <https://www.forbes.com/sites/forbescoachescouncil/2018/05/01/11-assessments-every-executive-should>

3. Energy Leadership Index Assessment

The [Energy Leadership Index Assessment](#) provides a unique lens on self-awareness and emotional intelligence, two key ingredients for any leader. Situational awareness of yourself and others is critical for a leader to respond appropriately to the people in their charge. Understanding where you are at any moment and how you respond to stress can make all the difference. - [Larry Boyer, Success Rockets LLC](#)

The difference between an A.R.L. of 2.5 and an A.R.L. of 3.0 means:

- **20% increase in financial success**
- 10% increase in self described leadership ability
- **15% more satisfaction in interpersonal and intimate relationships**
- 12% greater feeling of engagement and excitement at work
- **14% more personal freedom**
- 9% improvement in the quality and depth of communication
- **6% increase in health and wellness**
- 16% increase in productivity
- **17% improvement in time management**
- 12% greater feeling of spiritual connection
- **15% improvement in satisfaction in work-life balance**
- 20% increase in overall combined energy level

Level 1 Energy - (Catabolic) - Victim -



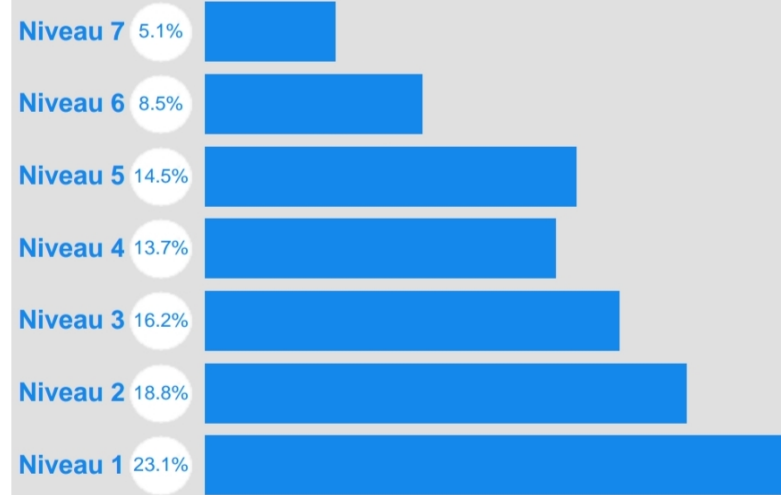
Level 1 Energy - (Catabolic) - Victim -

- Core Thought: **Victim**
- Core Feeling/Emotion: **Apathy**
- Action / Results: **Lethargy**

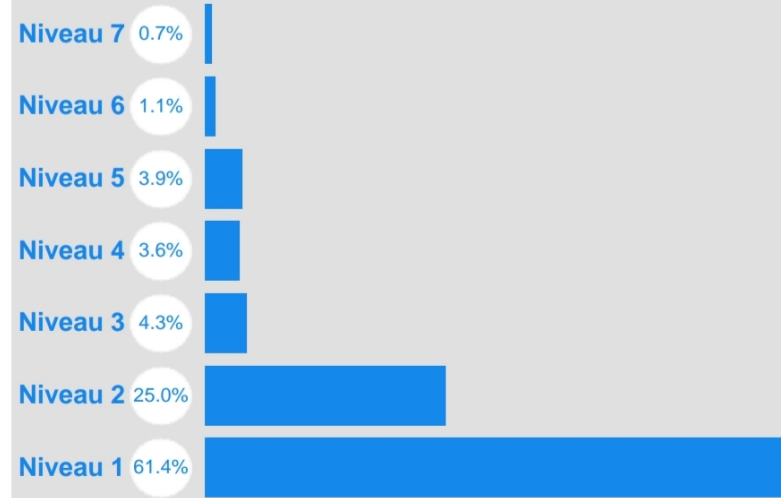


I Lose

Votre profil énergétique



Votre réaction au stress énergétique

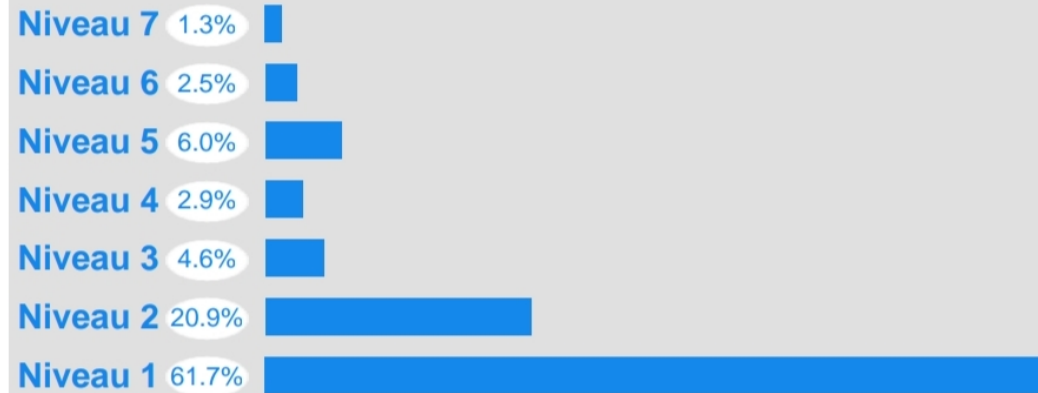


Votre résonance moyenne Niveau de l'énergie (NMR) is 2.47.

Votre profil énergétique



Votre réaction au stress énergétique



Votre résonance moyenne Niveau de l'énergie (NMR) is 2.81.

Level 2 Energy - (Catabolic) - Conflict -



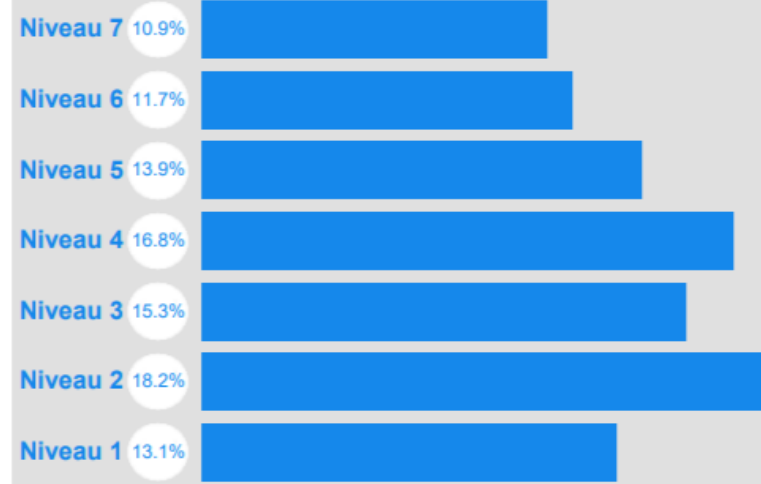
Level 2 Energy - (Catabolic) - Conflict -

- Core Thought: **Conflict**
- Core Feeling/Emotion: **Anger**
- Action / Results: **Defiance**

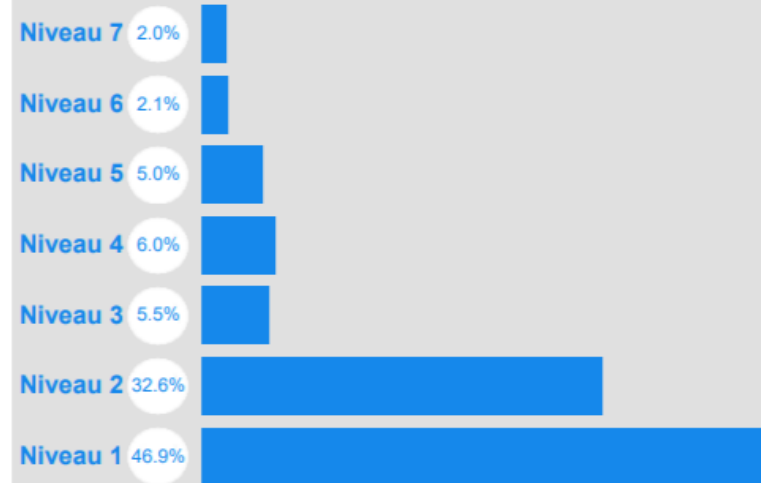


You Lose

Votre profil énergétique

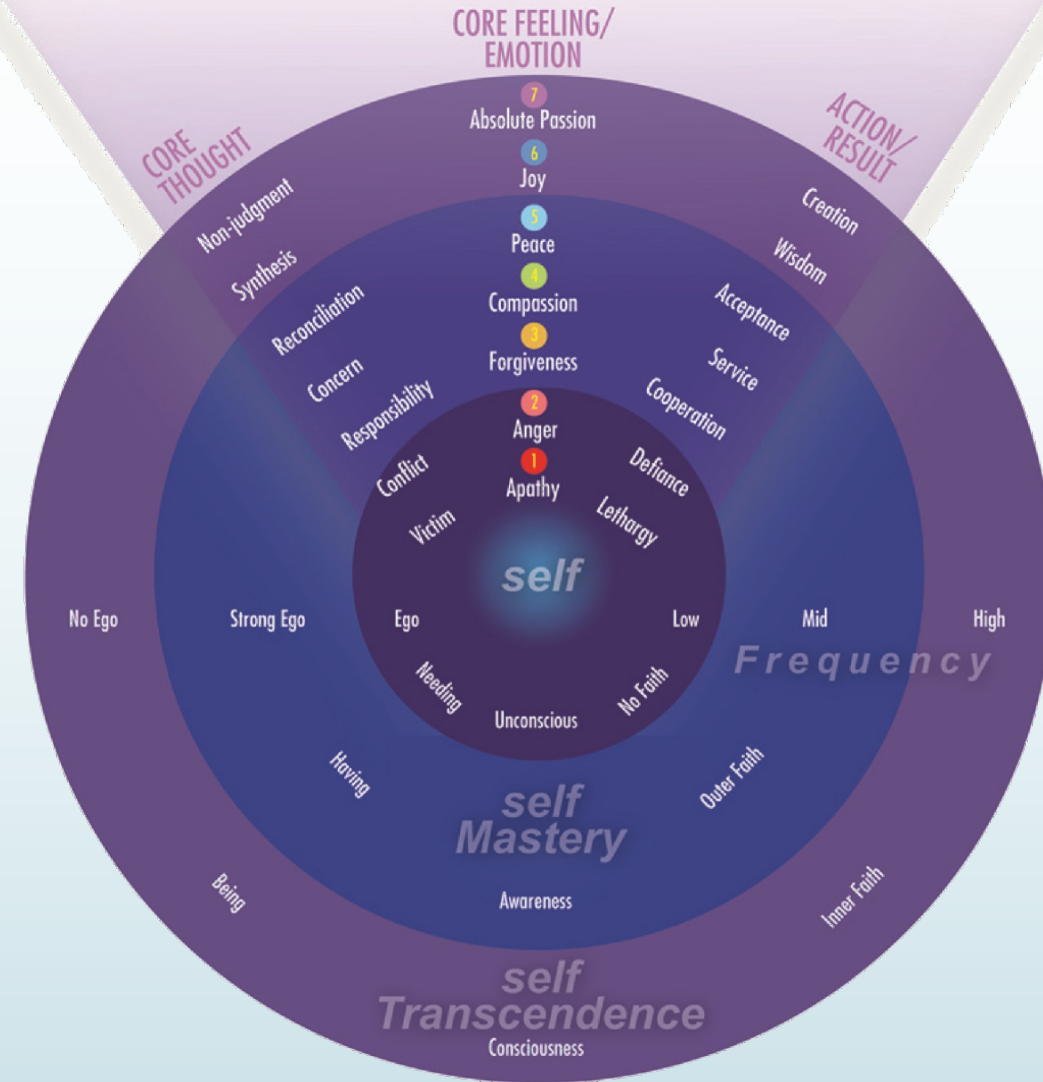


Votre réaction au stress énergétique



Votre résonance moyenne Niveau de l'énergie (NMR) is 2.92.

Energetic Self Perception



Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

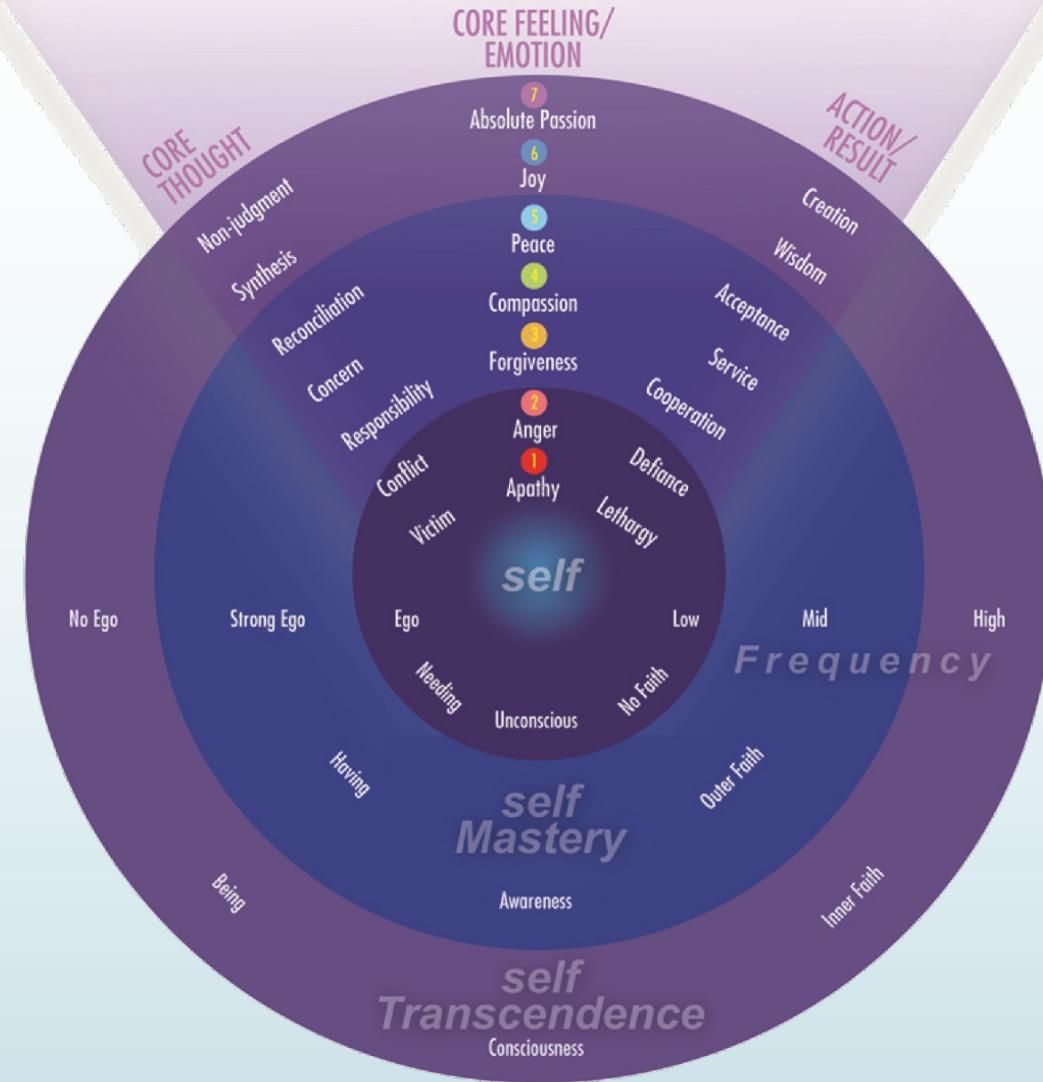
Depending on your energy level, how are you likely to act?

The Power of "I AM"



19/05/2020

Energetic Self Perception



Level 3 Energy - (Anabolic) - Responsibility -



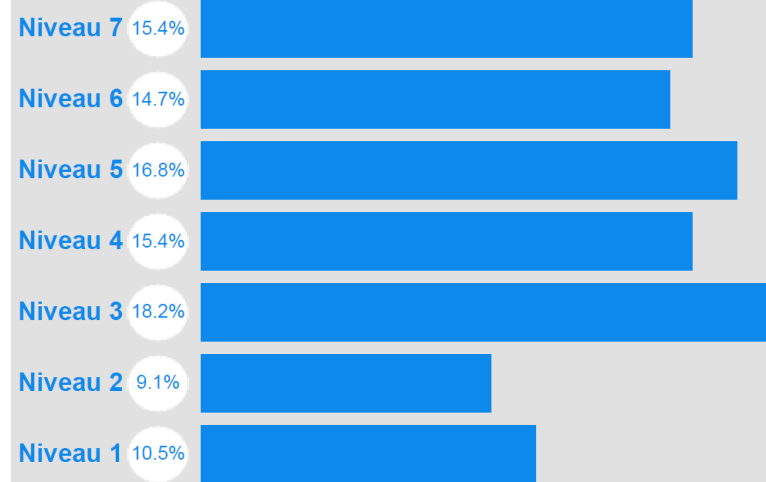
Level 3 Energy - (Anabolic) - Responsibility -

- Core Thought: **Responsibility**
- Core Feeling/Emotion: **Forgiveness**
- Action / Results: **Cooperation**

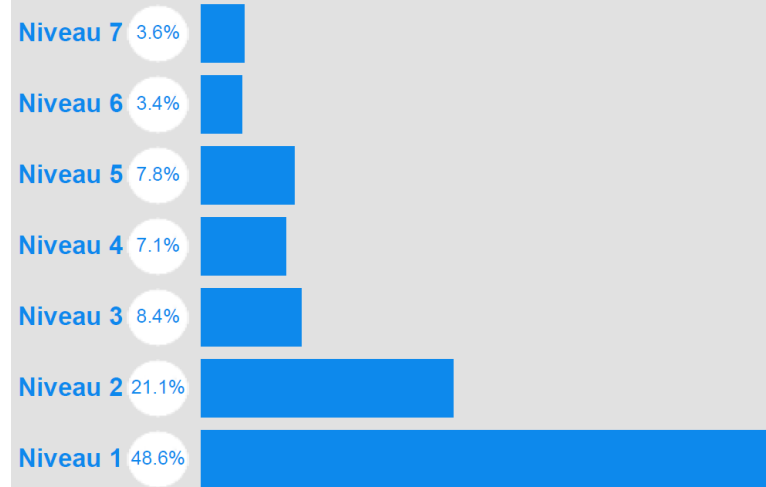


I Win

Votre profil énergétique



Votre réaction au stress énergétique



Votre résonance moyenne Niveau de l'énergie (NMR) is 3.27.

Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

Depending on your energy level, how are you likely to act?

Level 4 Energy - (Anabolic) - Concern -



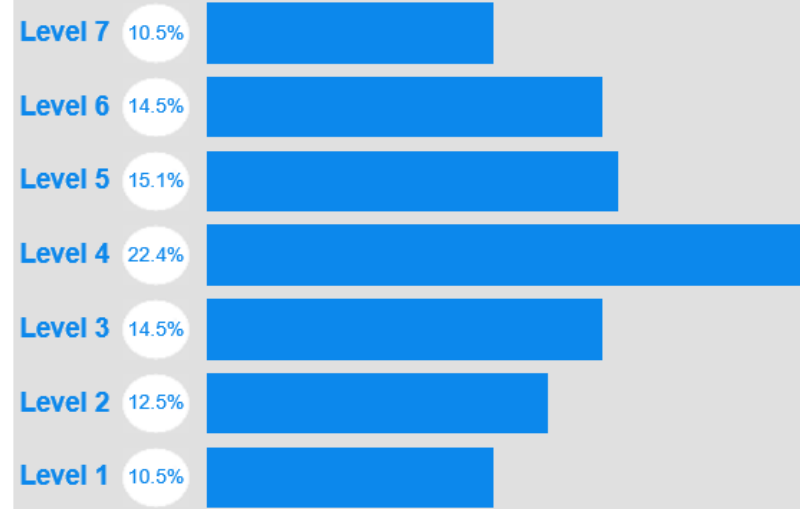
Level 4 Energy - (Anabolic) - Concern -

- Core Thought: **Concern**
- Core Feeling/Emotion: **Compassion**
- Action / Results: **Service**

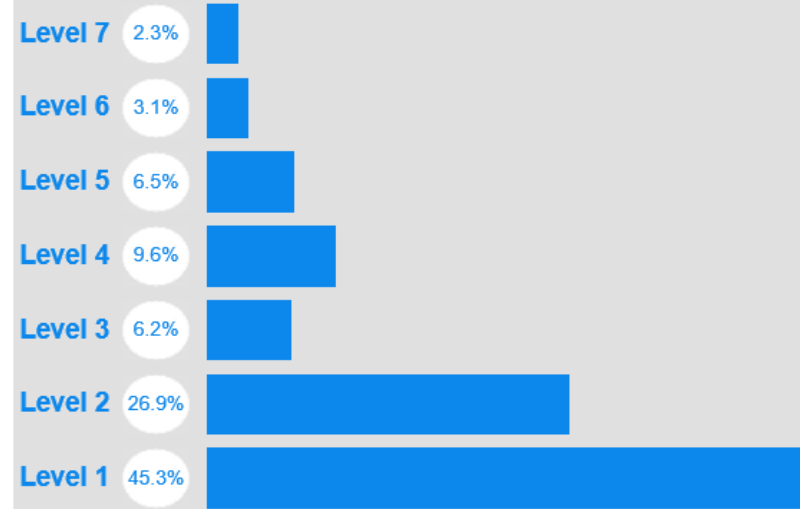


You Win

Your Energetic Profile



Your Energetic Stress Reaction



Your Average Resonating Level of Energy (ARL) is 3.15.

Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

Depending on your energy level, how are you likely to act?

Level 5 Energy - (Anabolic) - Reconciliation -



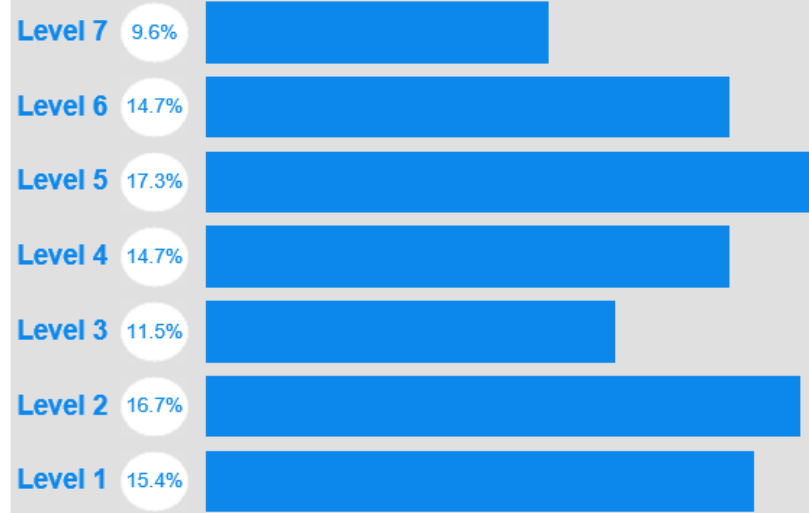
Level 5 Energy - (Anabolic) - Reconciliation -

- Core Thought: **Reconciliation**
- Core Feeling/Emotion: **Peace**
- Action / Results: **Acceptance**

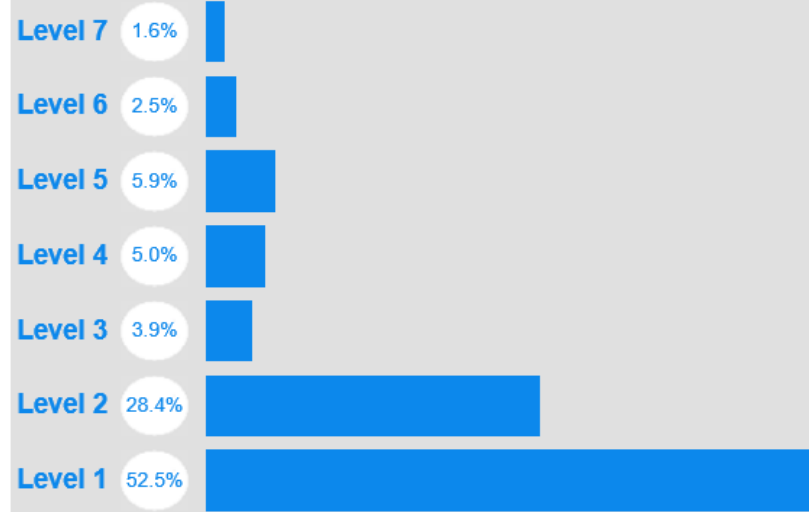


We Win

Your Energetic Profile



Your Energetic Stress Reaction



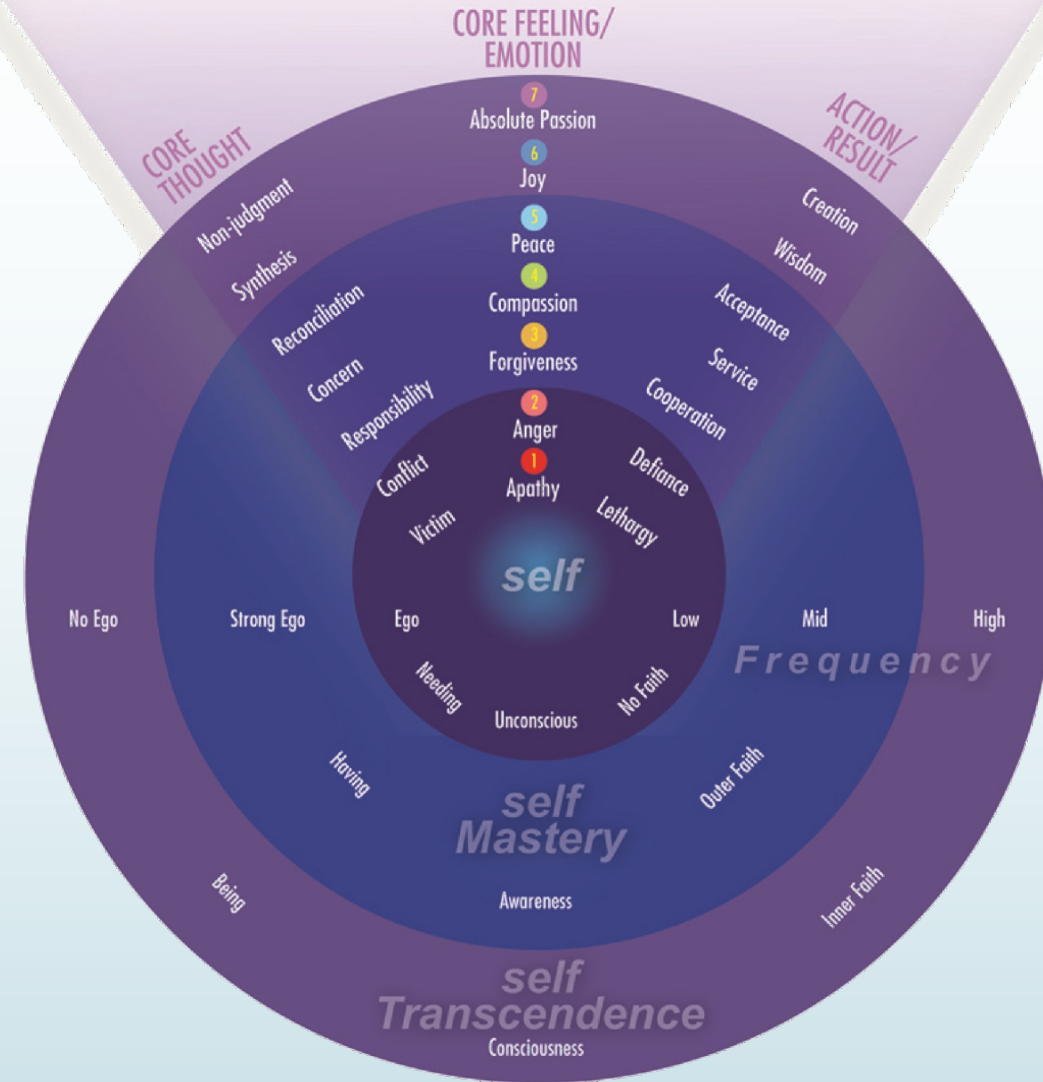
Your Average Resonating Level of Energy (ARL) is 2.91.

Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

Depending on your energy level, how are you likely to act?

Energetic Self Perception



Level 6 Energy - (Anabolic) - Synthesis -



*« J'ai décidé d'être heureux parce que
c'est bon pour la santé » - Voltaire*

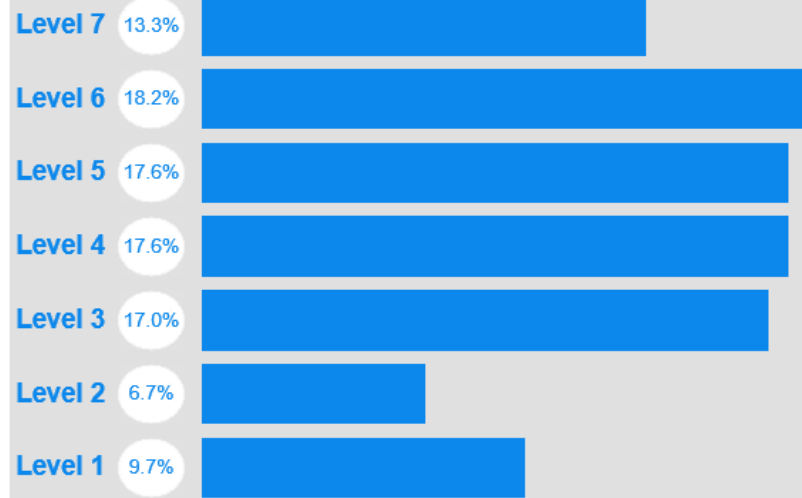
Level 6 Energy - (Anabolic) - Synthesis -

- Core Thought: **Synthesis**
- Core Feeling/Emotion: **Joy**
- Action / Results: **Wisdom**

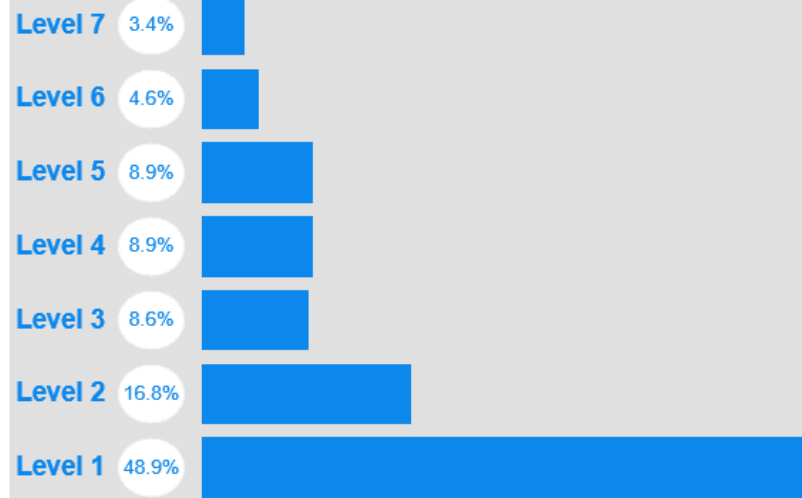


We all always Win

Your Energetic Profile



Your Energetic Stress Reaction



Your Average Resonating Level of Energy (ARL) is 3.38.

Example

You are a manager and one of your team members does not achieve on time the project tasks that were assigned to him/her.

Depending on your energy level, how are you likely to act?

Level 7 Energy - (Anabolic) - Non-Judgement -



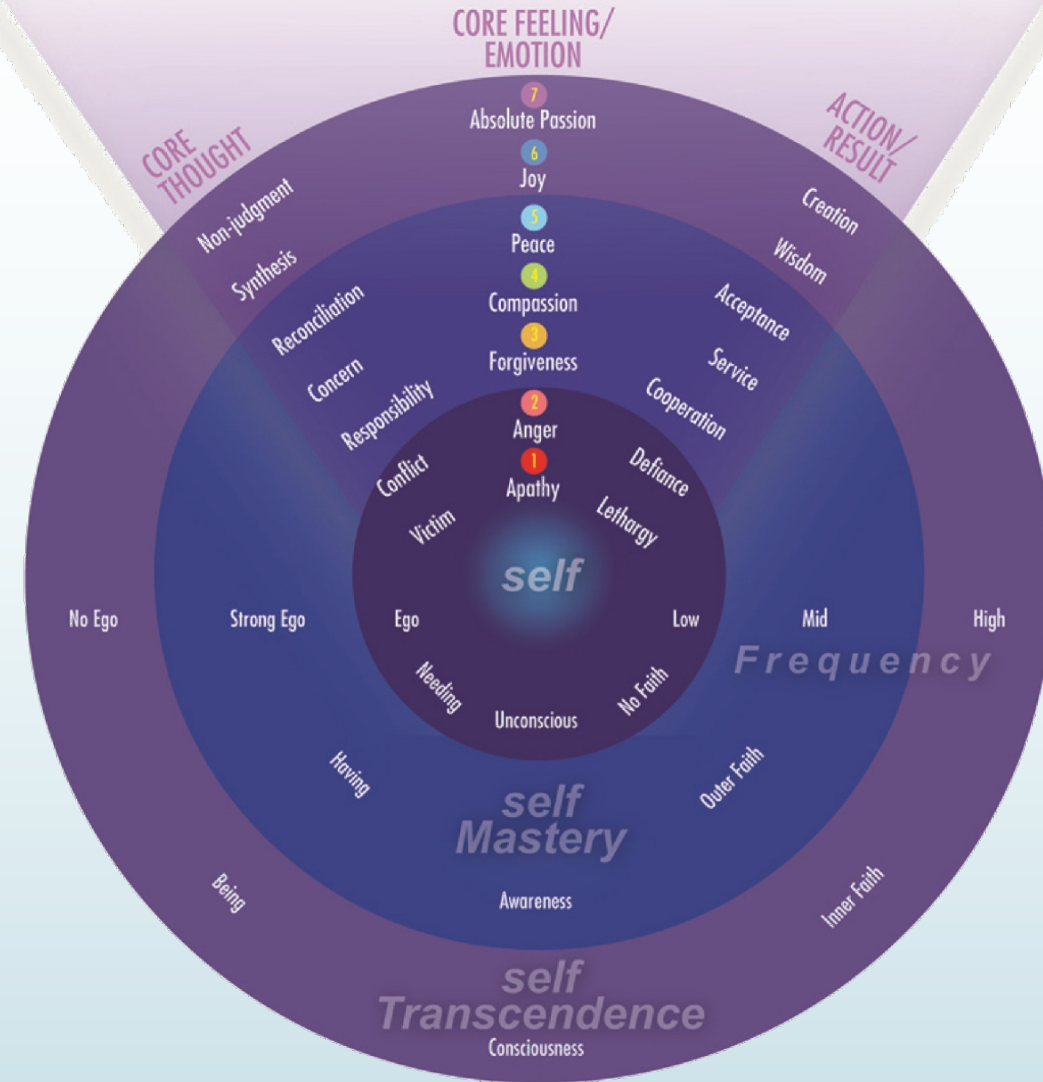


Level 7 Energy - (Anabolic) - Non-Judgement -

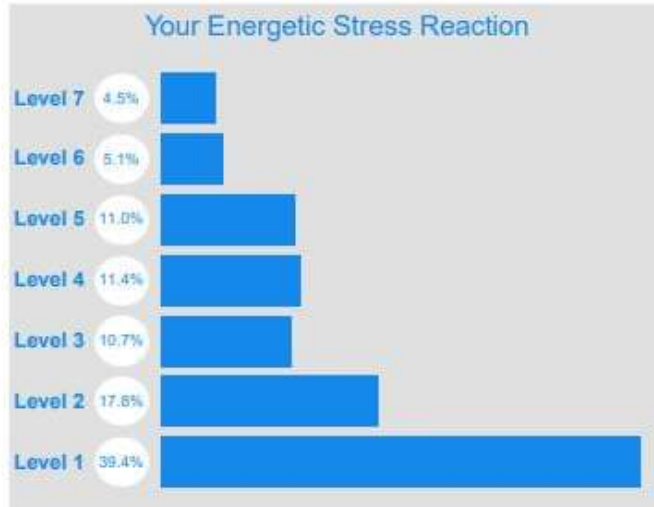
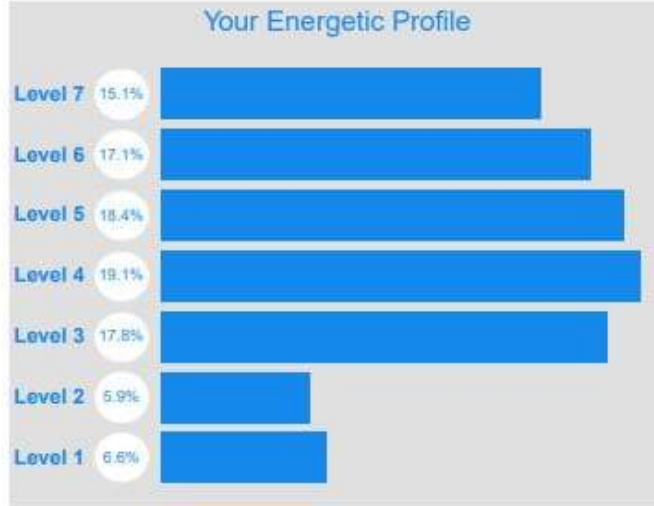
- Core Thought: **Non-Judgement**
- Core Feeling/Emotion: **Absolute Passion**
- Action / Results: **Creation**

Winning and Loosing are just illusions

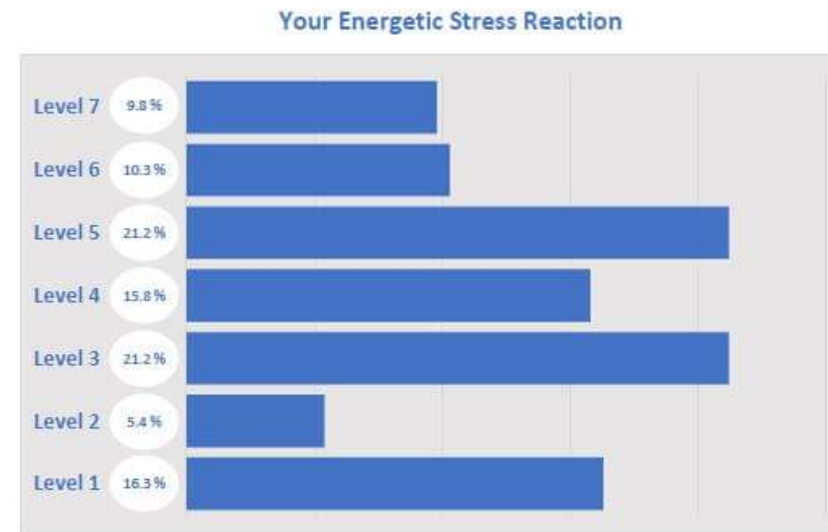
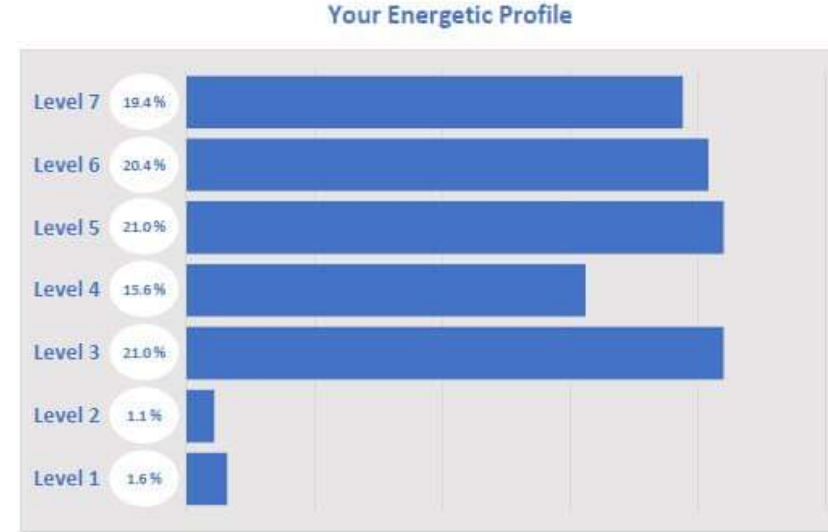
Energetic Self Perception



After 6 months



Your Average Resonating Level of Energy (ARL) is 3.60.



Your Average Resonating Level of Energy (ARL) is 4.42.

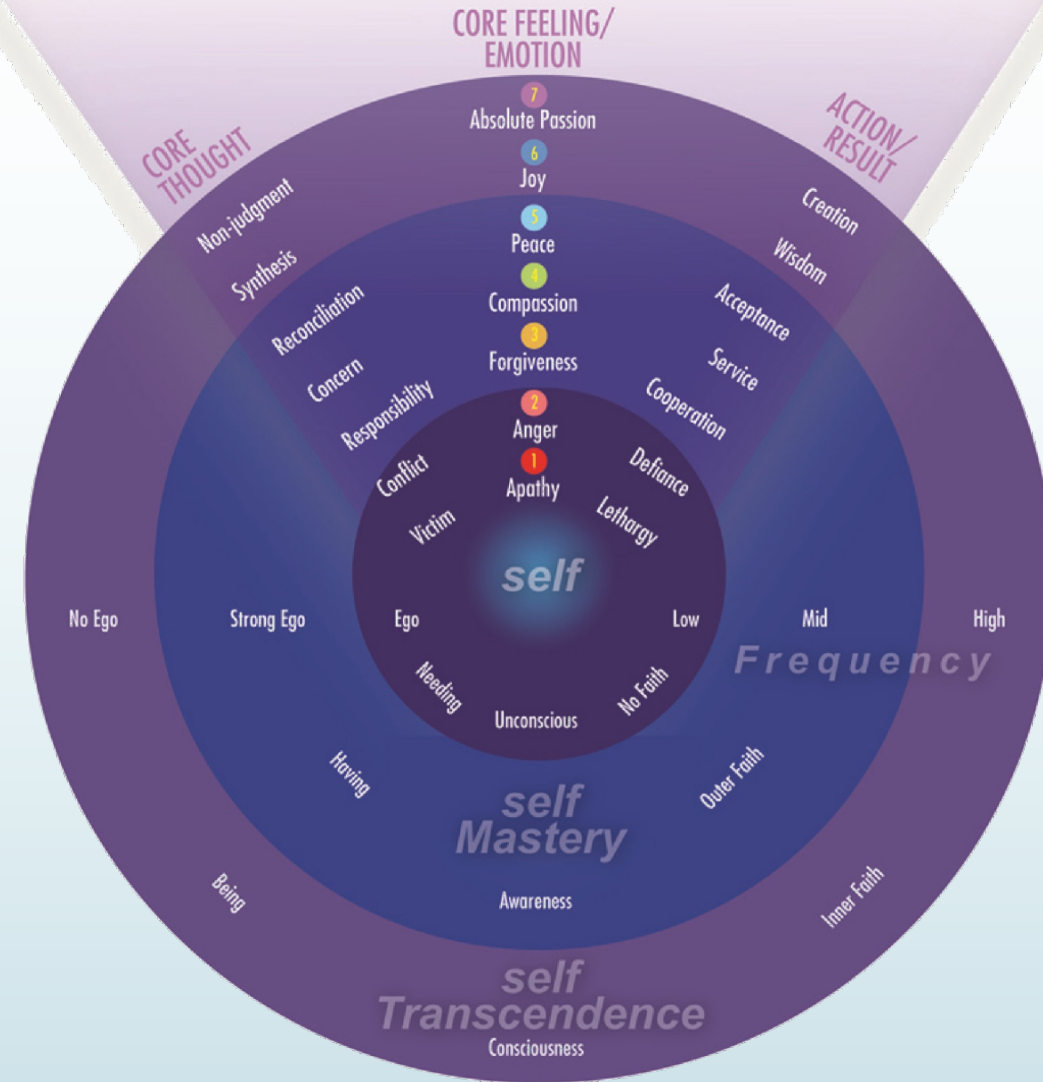
Example

Let's say you are a manager and someone asks you for a raise.

You say no, and give no other explanation.

Depending on your energy level, how are you likely to act?

Energetic Self Perception



*Thank
you*



info@tadafur.com