

In reflection of our group staff meeting scenario, we, as a group in my opinion, worked together professionally and respectfully. During our preparation sessions for the scenario, we all discussed what topics we would like to research and discuss, and what roles we would like to play during the staff meeting scenario. All the group gave their thoughts and ideas as to how we could naturally interact with each other during the staff meeting scenario. The agenda of the staff meeting scenario was discussed and what order each member of the group would speak was decided upon during our preparation sessions prior to the staff meeting scenario taking place. Communication was an important part of the preparation needed to support each other in our roles and each member of the group responded immediately to all communication through technology.

Each member of the group showed qualities of a democratic leader. As each member discussed their topic, they were listened to respectfully and eye contact was maintained through the duration of the staff meeting scenario. Questions were asked and answered in a democratic style of communication and leadership. Reflecting on this group staff meeting scenario discussion has led me to the conclusion that a more democratic approach will produce a more successful result in achieving what is aimed for and will gain the compliance, support and commitment from those within your setting. As stated by The National College for Teaching and Leadership (No date), a democratic leader will ask the opinions of others and will respect and act upon their responses.

Transformational Leadership

The idea of transformational leadership was first recognised as an effective style of leading by Burns (1978). Later, Bass (1985), enhanced the style of transformational leadership and suggested that four core elements were the ideal components for a transformational style of leader. Core elements as described by Langston.edu (No date), are Individualised Consideration, Intellectual Stimulation, Inspirational Motivation and Idealizes Influence. is a leader that has the ability to positively influence others and be seen as a role model for others to model themselves on. The transformational leader will have the charisma to be able to draw others to them and inspire them to become role models themselves. These core elements indicate that transformational leaders would project a vision that the leader and others could

visualise as having as a goal and would endeavour to achieve this. Individualized Consideration is undertaken to allow the transformational leader to be empathetic towards others needs and act as a responsible guide and give others advice, support and guidance. Transformational leaders are leaders who encourage others to have self-worth and a desire and commitment towards self-development (Langston.edu, no date). Intellectual Stimulation demonstrates how the transformational leader encourages others to express their ideas and act on their creativity. Leaders using the transformational style of leading will be nurturing and they positively encourage learning from situations and opportunities that they may undertake. As stated by Langston.edu (No Date), Inspirational Motivation will permit the transformational leader to inspire and allow others to feel optimistic about future ventures and Idealized Influence encourages behaviour that is responsible and ethical.

According to St.Thomas University (2019), transformational leaders are often described as quiet leaders that will always strive to set an example for others to follow. Their empathetic nature and charismatic personality allow others to connect with them on a more personal level, unlike that of a transactional leader. A transformational leader will possess confidence and their selflessness and willingness to help and adapt situations for the benefit of others is admired. Transformational leaders will have the confidence and security in their decision making when a need for change arises or when it is recognised that a situation is not working (St.Thomas University, 2019). Having the ability to motivate people is an asset to a leader and a quality that will enhance any situation where a leader is appointed. Transformational leaders are motivators who understand their followers, hence being able to recognise the best qualities and abilities in others to create the best outcome for any situation that is put before them. A leader who uses the transformational style of leadership will be mindful of the wellbeing and developmental needs of followers and they can alter followers' awareness of situations by guiding them to look at situations in a different way (Odumeru and Ifeanyi George Ogbonna, 2013).

As stated by Odumeri and Ifeanyi George Ogbonna (2013), transformational leaders focus on people and what is best for the people, unlike leaders who use the transactional leadership style. Transactional leaders are focused on having their

followers comply with what is already occurring and not listening to what would or could make a change for the better. In contrast to transformational leaders, transactional leaders are not aiming for change in the future, their goal is to keep situations the same and not leave any room for growth and development (Odumeri and Ifeanyi George Ogbbonna, 2013). This style of leadership is relevant for a situation where an emergency is at risk of happening, but a transactional leader would not be an appropriate and beneficial leader within the Early Years settings.

In any Early Years setting, the children's development and wellbeing is of most importance and having the benefit of a leader with the ability to lead with the transformational style is an advantage for all involved and included in the setting. Transformational leaders are proactive, as opposed to transactional leaders who will respond and react to situations and circumstances, but not see what it was that needed to be done before it happened. An Early Years setting will be enhanced by a leader that can reflect and adapt appropriately for the development and growth of the whole setting. Unlike transactional leaders who keep and preserve things, Transformational leaders allow for change and new challenges, which in an Early Years environment, to keep children interested and inspired, change is beneficial. As stated by Odumeri and Ifeanyi George Ogbbonna (2013), transactional leaders get results by promoting rewards and punishments for their actions as opposed to transformational leaders, they gain results by promoting responsible morals. People, and finding ways for people to achieve more is the main objective for a transformational leader (National College for Teaching and Leadership, no date).

The style of leadership a manager or leader uses while leading their staff can have both positive and negative outcomes, depending on what style they are using. As started by Jones and Pound (2008), leaders play an important role in developing positive attitudes of those around them. A leader that inspires people and sets standards that others want to achieve is an effective leader. Leaders that show direction and allow others to learn and develop from observing good leadership practice are beneficial to Early Years settings (Early Years Matters, 2019).

A successful early years setting will have an experienced and supportive leader who has a vision for the f He/she pay attention to the concern and developmental needs of

individual followers; they change followers' awareness of issues by helping them to look at old problems in a new way. Leaders within an Early Years setting who display positive and effective leadership qualities will contribute to the wellbeing of both the children and the staff within the setting (Moyles, 2006). As stated by Rodd (2006), Early Years settings will benefit from having leaders with qualities that promote motivation for both children and employees and are consistent in their approach concerning the teamwork. According to Hadfield et al. (2015), However, Ebbeck and Waniganayake (2003) state that often leaders within an Early Years setting are in their role without having the experience or adequate training to fulfil their role.

Leaders who demonstrate transformational leadership skills, when used correctly, can maximise the potential of their employees. Leaders are in a position to determine how well an employee can achieve their best possible potential and achieve goals by offering and providing positive guidance, support and inspiration (St.Thomas University, 2018). According to Burns (1978), the transformational style of leadership can make significant positive changes to peoples lives by transforming their attitudes and inspiring them. Transformational leaders have the interest of the whole team and strive for the best for all. A leader that demonstrates a bond with their followers will have developed a shared vision for what they want to achieve and aim for. Their morals and ethics will be mirrored with each other and a transformational leader will encourage and guide their employees to continue to grow and become transformational leaders themselves (Hartog et al., 1997).

Leadership can be considered one of the most significant aspects of management (Wehrich, et al, 2008). Leadership is considered to be the most important role, as a leader and what style of leadership the leader demonstrates, plays an important factor which can contribute and determine how positive the wellbeing of others is being regarded.

As stated by Hallet (2013), the success of an early Years setting can depend on the motivation and vision demonstrated by its leader and the style of leadership they use. However, Lindon and Lindon (2011), suggest that a more effective way of achieving the best outcome from an Early Years setting could be to share the responsibilities, rather than appointing one leader to fulfil all leadership duties.

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