

Leadership and change



The Power of Leadership: Influencing People and Shaping Success

Presentation

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// Define of the Leadership

“Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.”
(Northouse,2022).



“Leadership is a process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives.”(Yukl and Gardner,2020,p.7).



The Ladership Traits Approach



The feedback of my manager & colleagues.

*Articulate

*Trustworthy

*Ampathetic

*Persistent

(Sophia Tri Satyawati,2024)

The image shows two pages from a book. The left page is titled '2.2 LEADERSHIP TRAITS' and contains the 'Purpose', 'Directions', and 'Statements' sections. The right page is titled '2.2 LEADERSHIP TRAITS QUESTIONNAIRE (continued)' and contains the 'Scoring' section and a 'Leadership Traits Questionnaire Chart'. The chart is a table with columns for Rater 1, Rater 2, Rater 3, Rater 4, Rater 5, Average rating, and Self-rating. The rows list 14 leadership traits. The 'Self-rating' column contains handwritten scores for each trait.

	Rater 1	Rater 2	Rater 3	Rater 4	Rater 5	Average rating	Self-rating
1. Articulate	5	5	5	5	5	4.8	5
2. Perceptive	4	3	3	3	5	3.6	5
3. Self-confident	4	4	5	5	5	4.2	5
4. Self-assured	3	3	5	3	4	3.6	5
5. Persistent	5	5	5	5	5	5	5
6. Determined	4	5	4	3	3	3.4	3
7. Trustworthy	5	4	4	4	4	4.2	4
8. Dependable	4	5	5	4	4	4.4	5
9. Friendly	5	5	5	5	5	5	5
10. Outgoing	4	3	5	5	5	4.4	5
11. Conscientious	3	2	3	2	3	2.6	4
12. Diligent	5	4	5	5	4	4.6	5
13. Sensitive	4	4	5	4	5	4.4	4
14. Empathic	4	5	5	5	5	4.8	5

Scoring Interpretation
The scores you received on this questionnaire provide information about how you see yourself and how others see you as a leader. The chart allows you to see where your perceptions are the same as those of others and where they differ. There are no "perfect" scores for this questionnaire. The purpose of the instrument is to provide a way to assess your strengths and weaknesses and to evaluate areas where your perceptions are similar to or different from those of others. While it is confirming when others see you in the same way as you see yourself, it is also beneficial to know when they see you differently. This assessment can help you understand your assets as well as areas in which you may seek to improve.

// What is Transformational Leadership?

Transformational leadership is a style in which leaders inspire and motivate their teams by providing a clear vision, encouraging innovation, and fostering personal growth.

Leaders who follow transformational leadership build trust and enthusiasm, help individuals overcome challenges, and, most importantly, work together to achieve significant positive change.

(Ugochukwu, 2024)



// Traits of Successful Transformational Leadership

***Self-Awareness.**

***Open-Minded.**

***Adaptable and Innovative**

*** Proactive.**

***Humility.**



(MORGAN, 2019)

Components of Transformational

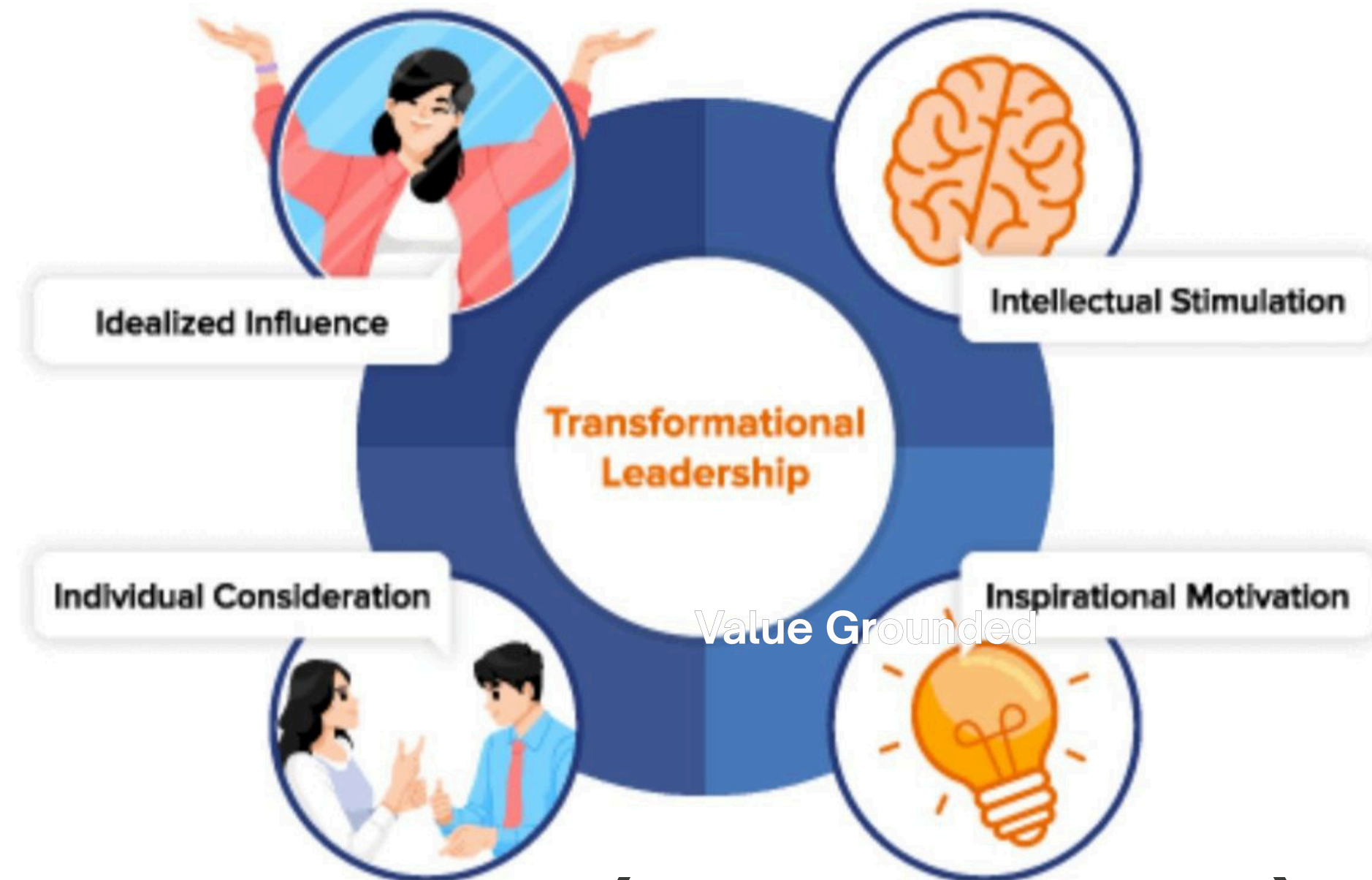


- Individualized consideration.

- Inspirational motivation .

- Idealized influence .

- Intellectual stimulation .



(Sabella, 2024)

Why It Fits the Education Sector

- Visionary Thinking
- Inspiring and Motivating
- Building a Positive School Culture
- Supporting Personal Development
- School Improvement Initiatives
- Addressing Underperformance

(AUGUSTA University , 2024)



critically

- The prioritization of long term goals
- Increased potential for burnout .
- Slower decision making.

(Spalding University, 2023)



Current & Future Challenges



- Resistanc to change by teachers or staff.
- Increased performance pressure and accountability.
- Increasing digitalisation and AI integration.
- Student mental health and wellbeing.
- Limited resources and capabilities.

(Kanwal, Fatima and Asghar, 2025)

Situational Leadership

There are four primary methods:

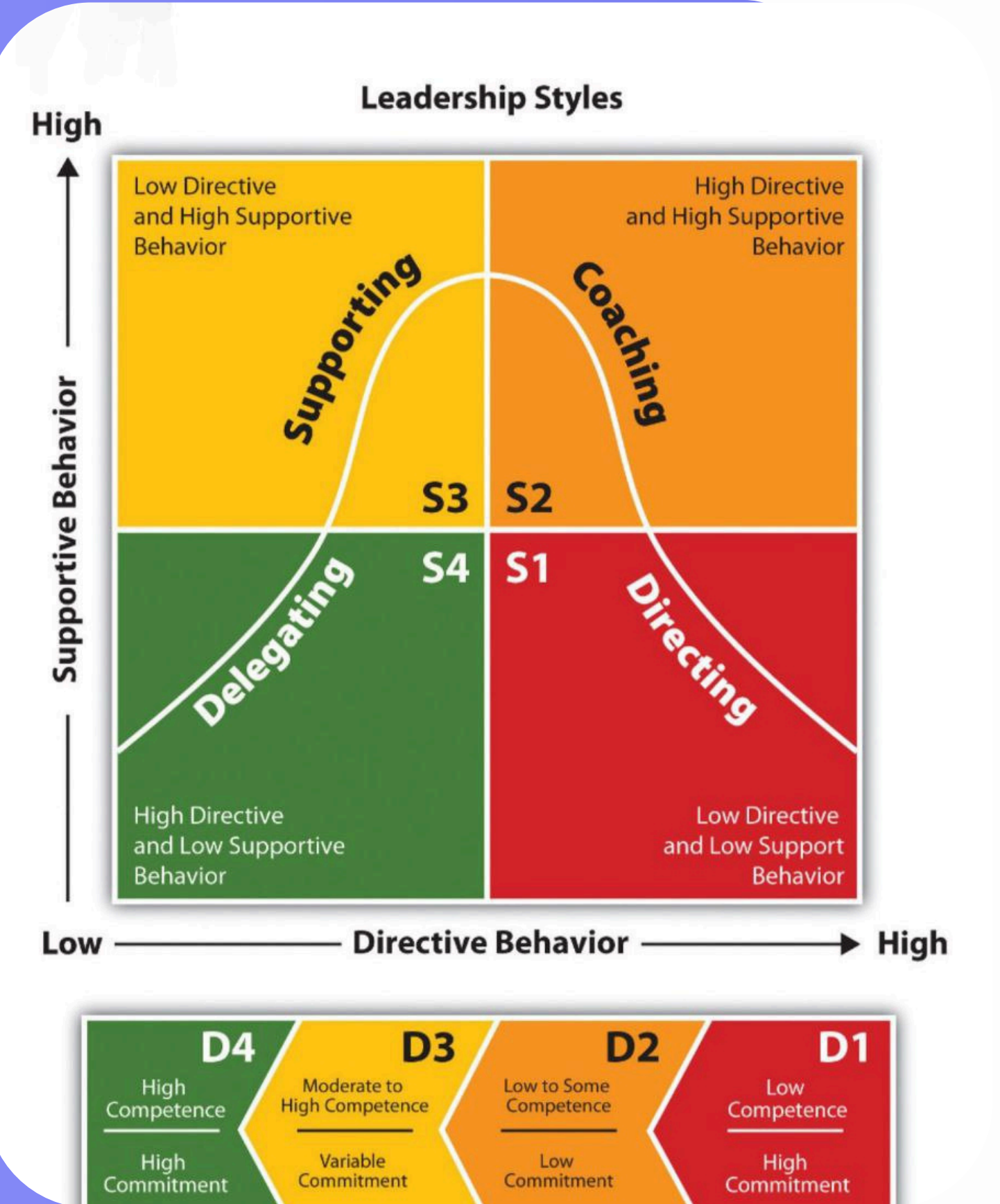
1. Direction (S1): The leader continually evaluates the job and gives clear instructions.

2. Coaching (S2): The team is guided and inspired by the leader, who provides guidance and encouragement.

3. Supporting (S3): The team is encouraged and supported by the leader, who prioritises motivation over control.

4. Delegating (S4): The team's leader has trust in the group's capacity for autonomous decision making.

(Marchito, García and de, 2025)



MDPI ARTICLE

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Thank You

Presentation

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