TRANSFORMATIONAL LEADERSHIP: HOW TO LEAD YOURSELF, YOUR TEAM, AND YOUR ORGANIZATION

Part 1: Learning to Lead from the Inside Out

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Today’s Outcomes
LEARNING TO LEAD FROM THE INSIDE OUT

• Explore the basics of transformational leadership
• Discuss the significance of transformational leadership in corrections
• Explain the elements of leading from the inside out
• Identify how to practice “AIM HIGH”
TRANSFORMATIONAL LEADERSHIP IN CORRECTIONS
“The ultimate test of a transformational leader is the ability to raise up a new generation of leaders.”

- Jim Louwsma, Author, The Art of Virtue-Based Transformational Leadership
What is Transactional vs Transformational Leadership?

A **transactional leader** focuses on results, conforms to existing structures, measures success according to a system of rewards and penalties.

A **transformational leader** inspires a team to achieve unexpected results by expressing the value and purpose behind the organization’s goals in order to lead change.

(Adapted from Beyond Change Management, Anderson & Anderson, 2010)
Exploratory Poll

What kind of a leader are you?
Five Habits of Transformational Leaders

- Strives to Be Proactive and Not Reactive
- Ability to Turn Challenges into Opportunities
- Builds Networks
  - Intentionally Creates Relationships for Collaboration
- Adapts Quickly and Easily
  - Willing to Undergo Personal Change and Reframe the Issue
- Motivates and Sets the Vision
  - Has the Capacity to Inspire and Communicate a Desired Future
- Practices Personal Awareness
  - Looks Inside to Drive Outside Change

(Adapted from The 10 Habits of Transformational Leaders, Blake 2019)
Why transformational leadership in corrections?

- Corrections administrators must change their leadership style
- It can improve the culture of corrections
- Emotional intelligence benefits correctional officers
- It has a positive impact on morale and satisfaction in corrections

(Image Source: Associated Press, 2019)

(Content Source: Pittaro, 2017, 2016a, 2016b, 2014)
A New Normal:
A Story of Transformation
TRIANGLE OF IMPACT
“Nothing will ever work unless you do.”

- Maya Angelou, American Poet
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AIM HIGH - Leading from the Inside Out

PERSONAL AWARENESS

PERSONAL INTEGRITY

PERSONAL MASTERY
Reflective Poll

On a scale from 1-5, how do you rate your current ability to **AIM HIGH** in the area of personal awareness?
“The way must be in you; the destination also must be in you and not somewhere else in space or time. If that kind of self-transformation is being realized in you, you will arrive.”

- Hanh, Spiritual Leader, Poet, Peace Activist
HOW TO PRACTICE “AIM HIGH”
Challenge Your Self-talk

• Silence the negative self-talk
• Surround yourself with positive people
• Be your greatest advocate

Tap into Your Emotions

• Know how your feelings influence your responses
• See how you impact others
• Listen to feedback and pursue feedforward

Take Time to Reflect

• Think about and seriously evaluate your thoughts, emotions, decisions and behaviors
• Select the right self-reflection process
• Start small and schedule time

Personal Awareness
Personal Integrity

- Establish Personal Values
- Be True to Yourself
- Model Character Required of a Leader
Personal Mastery

Adopt a Growth Mindset
You believe that you can continually learn, improve, and grow

Recognize & Admit Mistakes
You see and learn from failures

Embrace Personal Change
You are open to transformation in your own life
Call to Action Poll

Which of the three AIM HIGH practices can you begin today in the area of personal awareness?
“If you aim higher than you expect you could reach higher than you dreamed.”

- Richard Branson, Business Leader, Investor, Author
Upcoming Webinars in the Transformational Leadership Series

Part 2: Learning to Value Your Employees
August 18, 2021  10 am PT / 11 am MT /12 pm CT / 1 pm ET

Part 3: Learning to Drive Meaningful Change
September 14, 2021  10 am PT / 11 am MT /12 pm CT / 1 pm ET
QUESTION & ANSWER
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