

ION Talk Discussion Guide

Transformational Leadership: The Key to Managing Change

This Discussion Guide is to aid in your thinking about leading change before and after watching the Transformational Leadership ION Talk video. Use it to guide conversations with your office, team or group about what you learned and how to apply new understanding to your work.

Leading Change

WIOA is a transformational law that will require transformational leadership to implement. This ION Talk will help you and your colleagues, partners and staff explore what we mean by transformational leadership. It will also help you to understand how transformation leaders engage and motivate stakeholders. And remember, transformational leaders are present at every level and role – State and Local Boards, front-line staff, service providers, etc. We all can be leaders in implementing change.

Before Viewing the Video

Think about a charismatic leader in your life (current or past) – someone with the ability to inspire others. Share with your colleagues:

- ❖ What did that person do to inspire and motivate you and your group, team or board?
- ❖ Describe a time or a situation where that leader encouraged you to take a risk, try something new or change.

After Viewing the Video – Possible Discussion Questions

- ❖ Do leaders in your workplace, group or team foster a culture of innovation?
 - If yes, what makes that so?
 - If not, what needs to change?
- ❖ Can you describe the shared vision of your office, organization or board?
 - What is leadership’s role in communicating that vision?
 - What leadership practices/qualities help to implement that shared vision?
- ❖ Transformational leaders have four qualities as noted in the table below. Respond to the questions for each quality by citing an example (like the one below):

Transformational Leadership Qualities	Inspire and motivate others	Model a team spirit	Foster innovation	Engage and develop followers
How do you compare with the four qualities of a transformational leader?			Was part of the team that came up with a new way to do our customer intake process.	
How does the leadership of your group, office compare?				

- How do you think you could change to increase these qualities in yourself?
- ❖ How can you use transformational leadership qualities to bring about the changes required by WIOA?
- ❖ How can you use transformational leadership to engage your team in the vision for change?
- ❖ Do you know a Transformational Leader in your local system (including your partner organizations) that could help lead the execution of your vision for change?