

## Checklist to Identify Transactional vs Transformational Leadership

Leadership Skills Required	Transactional Leadership focus and “What we do!”	Transformational Leadership focus and “Why we do what we do!”
<b>Time focus</b>	Assess for shorter-term focused to task accomplishment, “Sprints.” Assess for the ability to do tactical short term project management with focus and with drive.	Assess for longer term focus on re-imagining the organization, inspiring to engagement to Team & Organizational purpose, “Why we did what we do.” Assess for the Marathon ability to stay the course over the long haul.
<b>Leaders role</b>	Assess ability to define the Mission of day- to-day operational tasks, leading Huddles, KPI management, “What we do.”	Assess ability to re-Imagine the Organization, Inspire Engagement to Purpose “Why We Do What We Do.”
<b>Define the Leadership Skills Required</b>	Assess for focus and drive, follow through, supporting teamwork, decisiveness, short term outcomes culture focus.	Assess for emotional intelligence, communication, developing teams, exploring cultural norms, re-building long term culture of resilience.
<b>Define the Common statement to Employees</b>	Assess for ability to stay focused on “We can do this!” theme with employees.	Assess for ability to stay focused on “Tell Me More! - How Can I Help?” theme with employees.
<b>Define Supervision Required</b>	Assess for monitoring evaluating and rewarding	Assess for ability to develop, explore with, inspire, support employees.
<b>Define the Leaders focus on employees</b>	Assess for Compliance to strategy and operational tasks, disruptive innovation.	Assess for ability to develop employee self-esteem, provide recognition & Team support, and building sustaining Innovations.