

Model of Transformational Leadership

Bass (1985)

❖ Transformational Leadership Model

- Expanded and refined version of work done by Burns and House. It included:
 - More attention to followers' rather than leader's needs
 - Suggested TL could apply to outcomes that were not positive
 - Described transactional and transformational leadership as a continuum
- Extended House's work by:
 - Giving more attention to emotional elements & origins of charisma
 - Suggested charisma is a necessary but not sufficient condition for TL

Leadership Models From Weber To Burns To Bass

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