



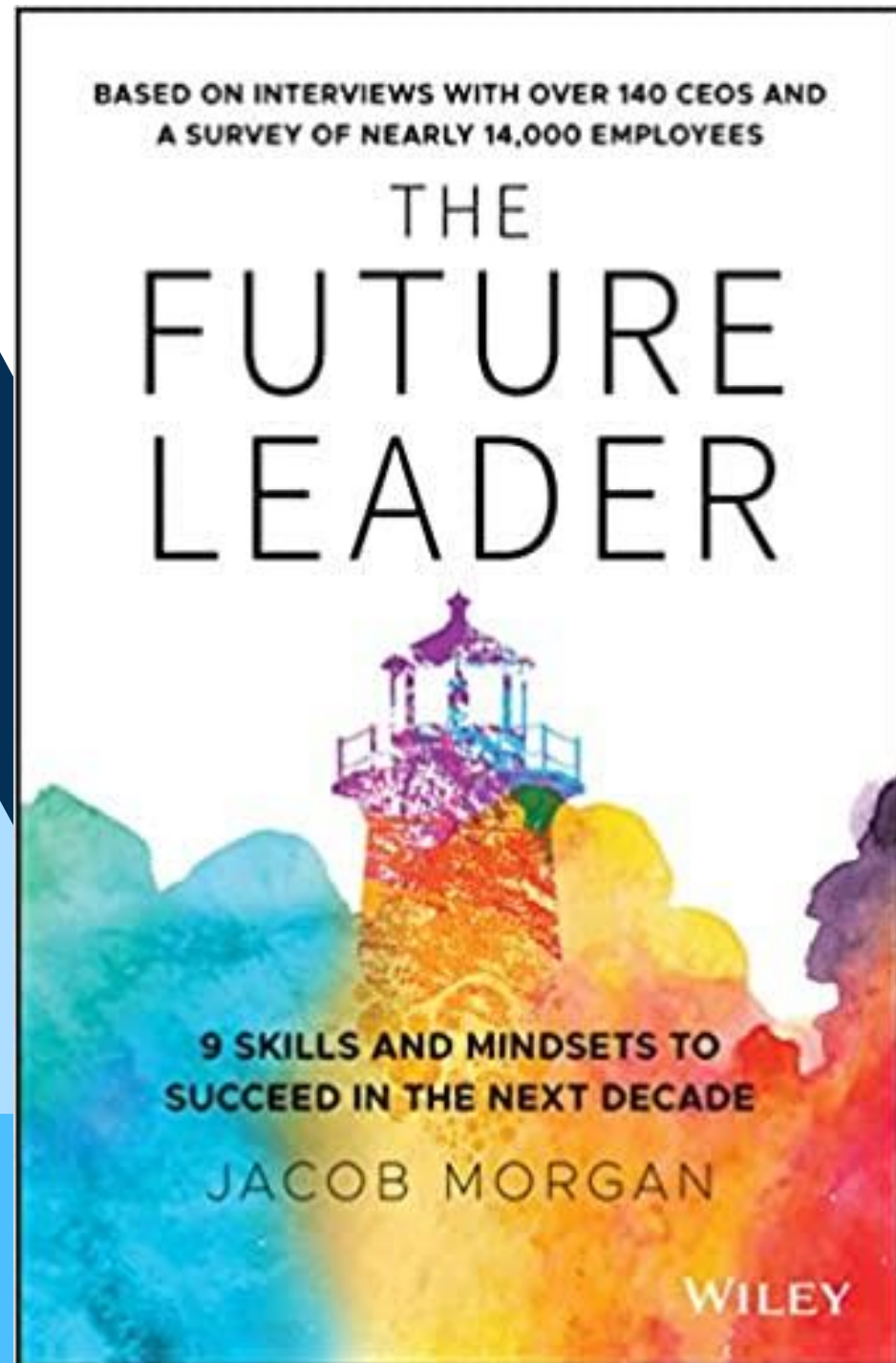
# TRANSFORMATIONAL LEADERSHIP IN A UNIVERSITY ENVIRONMENT



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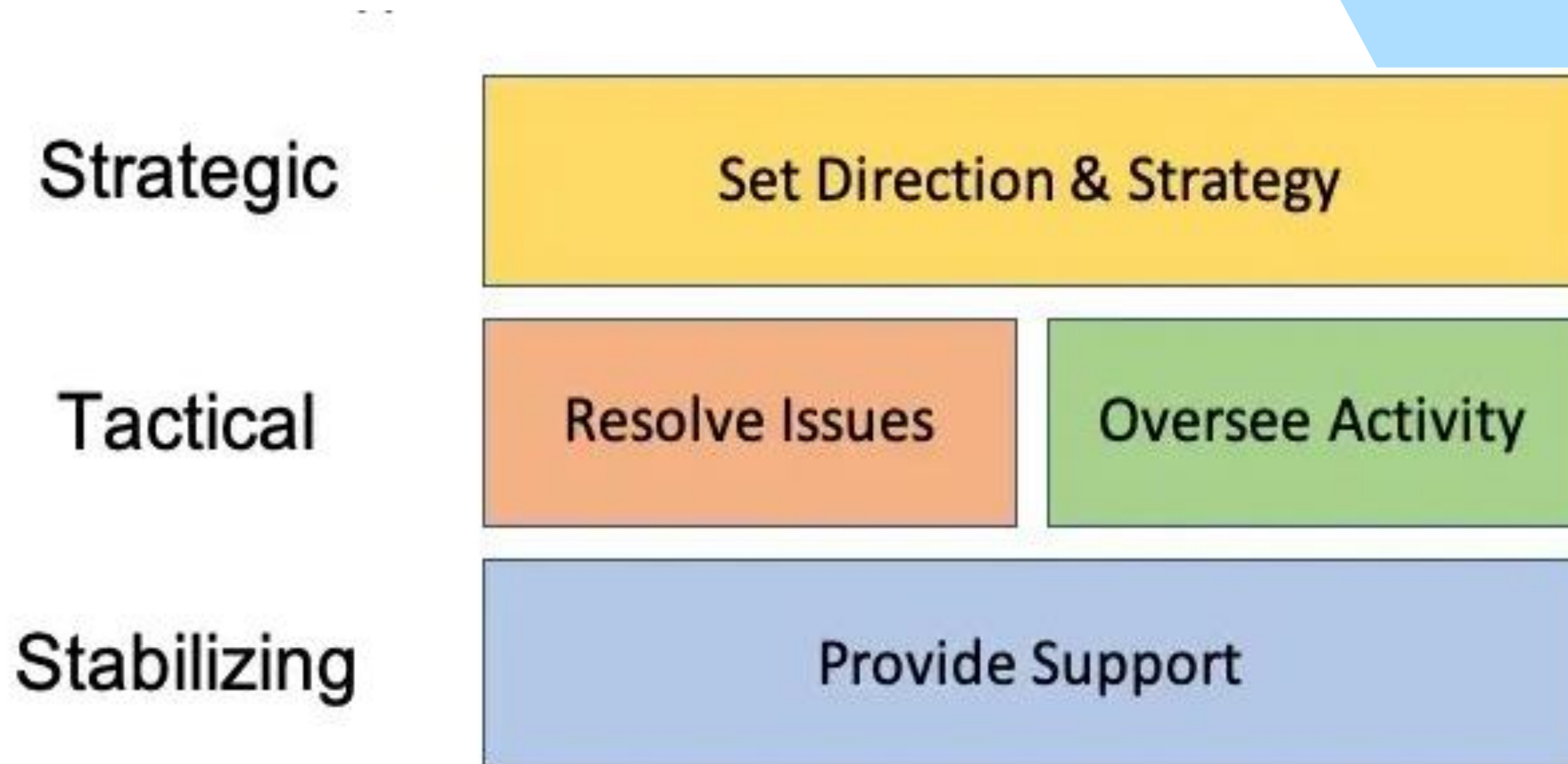
# Definition of leadership



A leader is someone who can see how **things can be improved** and **who rallies people to move toward that better vision**. Leaders can work toward making their vision a reality while **putting people first**. Just being **able to motivate** people isn't enough – leaders need to be **empathetic and connect with people to be successful**. Leaders don't have to come from the same background or follow the same path.

Jacob Morgan (2020)

# Elements of Leadership



# Transformational Leadership

## *Intellectual Stimulation*

- *Innovation*
- *Creativity*
- *Goals*
- *Challenge*

## *Individualized Consideration*

- *Mentorship*
- *Empathy*
- *Purpose*
- *Strength & Skills*



The diagram features a central blue oval containing the text "Transformational Leadership". Four arrows point towards this central oval from the four surrounding sections: "Intellectual Stimulation" (top-left), "Individualized Consideration" (top-right), "Idealized Influence" (bottom-left), and "Inspirational Motivation" (bottom-right). Each section contains a list of key characteristics. There are also decorative blue dot patterns in the top-left and bottom-right corners of the diagram area.

## *Transformational Leadership*

## *Idealized Influence*

- *Role Model*
- *Walk the Walk*
- *Enthusiasm*
- *Embody Value*

## *Inspirational Motivation*

- *Clear Vision*
- *Optimism*
- *Inclusion*
- *Productivity*



# Elements of Transformative Leadership



# Elements of Transformative Leadership



# Elements of Transformative Leadership



## TRANSACTIONAL LEADERSHIP

**VS**

## TRANSFORMATIONAL LEADERSHIP

Short-term results



Long-term results

Micromanagement



Macro management

Planning, organizing, controlling



Communication, feedback and empathy

Motivation based on reward and punishment



Motivation focused on inspiration, creativity, personal growth

Strict adherence to standards and procedures for task performance



Encourages innovation, change, relationships

Strict hierarchy



Strict, flexible hierarchy

Employee compliance



Employee commitment



# The Main Characters & Predictability of Human Re-action

## The Villian

People will not change, weak, do what I say, tough, unreasonable, mean.

Delusion, they are good, good people who meant well, but are misunderstood.

So must be tough and relentless.

Make it to the top, be willing to feel unpleasant, and get the job done

High need for success and recognition

## The Victim

Life is full of danger, unfairness.

Personal helplessness

I will do better with support and fairness

I try, and it is supposed to be good enough.

Not responsible

Blame others

Unable to take any feedback against them. Other people's fault.

## The Hero/Savior

Righteous, honest, and courageous.

An acute sense of right and wrong, and will fight for the oppressed.

Need to feel needed.

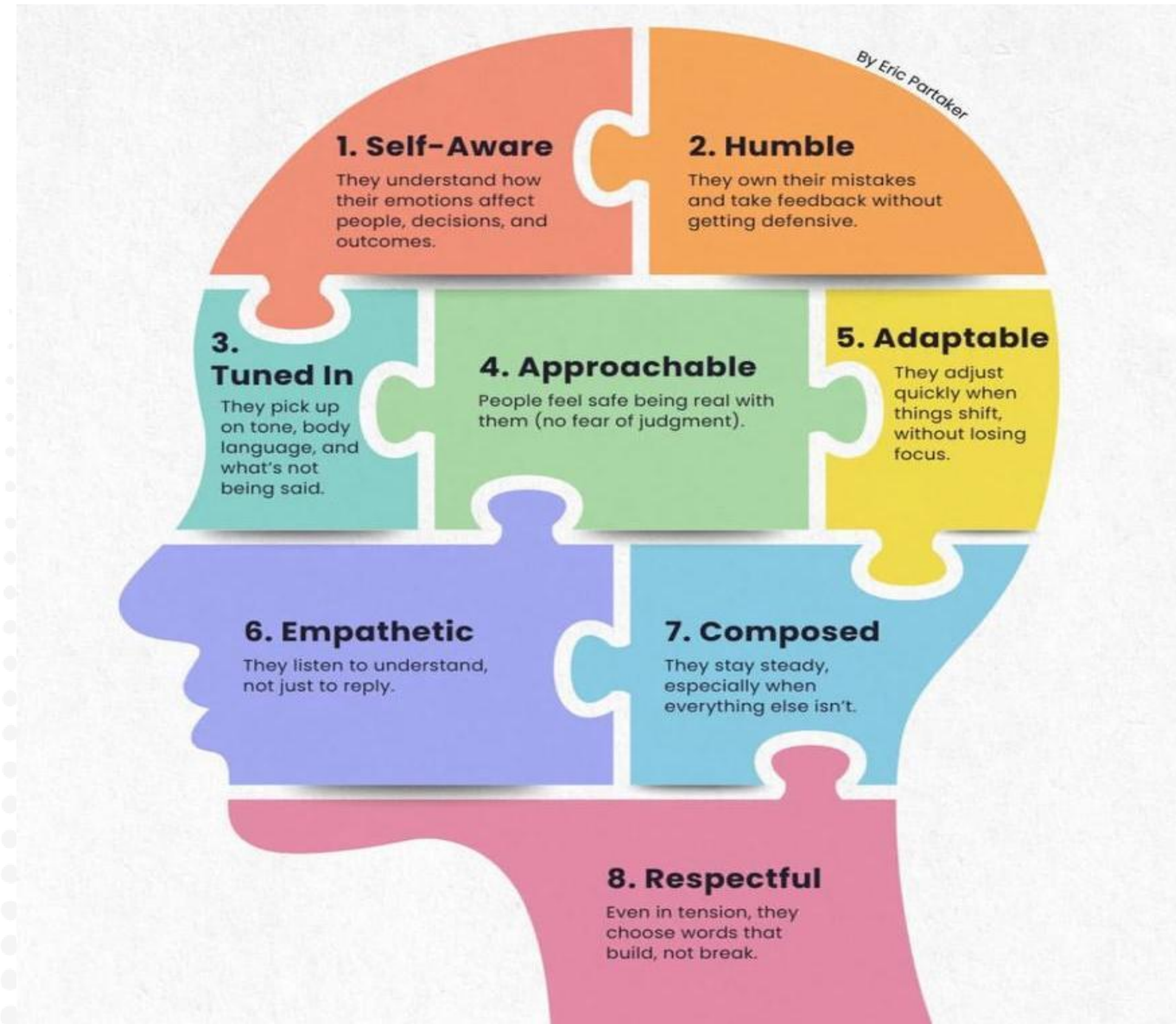
Love and addicted to sad stories, and sparking off a righteous feeling of anger.

Self-appointed savior of victims

Sense of self-importance and self-esteem based on being good.



# 8 RARE TRAITS OF A LEADER WITH EMOTIONAL INTELLIGENCE



# THANK YOU FOR YOUR ATTENTION

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