



**AVENTIS**  
LEARNING GROUP

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# Inspiring Positive Change: From Transactional to Transformational Leadership

# Table of Contents

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Introduction .....	3
Learning Outcomes .....	4
Course Outlines .....	5
Course Details .....	7
Trainer's Profile .....	8

# Introduction

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The right leadership can be the difference between an organization that thrives and one that fails, more so in an ever-changing world.

No doubt, transformational leadership is a style that can inspire positive changes in those who follow. It is largely energetic, enthusiastic, and passionate. Not only are these leaders concerned and involved in the process; but they are also dedicated to helping every member of the group succeed.

As a result, transactional leadership tends to be seen in a somewhat lesser light.

This workshop aims to highlight the symbiotic relationship between transactional and transformational leadership, and that one cannot do without the other.

## *Methodology*

Interactive and experiential trainer-led workshop with participant-led small group discussions and case studies

# Learning Outcomes

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Upon successful completion of the course, you will be able to:

- Appreciate the symbiotic relationship between transactional and transformational leadership.
- Learn the 4Is of Transformational Leadership and the necessary elements of transactional leadership that underpins them.
- Know the characteristics and behaviours of Leaders when engaging in transactional and transformational leadership.
- Inspire and drive positive change in a systematic manner

# Course Outlines

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## 1. Driving positive change as a transformational leader

- What is transactional leadership, and why it is important to keeping your team running on that day-to-day basis?
- The 4 I's of Transformational leadership.
- The symbiotic relationship between transactional leadership, transformational leadership, and driving positive change

## 2. The first 'I': Idealised influence

- Craft the vision, then get the team onboard.
- Laying out the goals to achieve the vision, adapting your leadership to keep your team in a holding environment of disequilibrium.
- Sharpening the elements of transactional leadership in order to tap into the power of 'Idealised Influence' and access transformational leadership.

## 3. The second 'I': Inspirational motivation

- Know the difference between motivation and inspiration, and what a leader can do to activate both?
- Realise that empowering your team requires a burst of inspiration, and plenty of feedback to have enduring motivation.
- Appreciate the elements of transactional leadership needed to tap into the transformational leadership power of 'Inspirational motivation', especially when leading across functions.

# Course Outlines

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## 4. The third 'I': Individualised consideration

- Appreciate that inspiring positive change starts with getting to know each individual team member.
- Why you should be a coach. Isn't feedback, formal 1 on 1 discussion, and the occasional training enough for your team's development?
- Combine the elements of transactional leadership that you need in order to develop others and achieve Individualised consideration as a transformation leader.

## 5. The fourth 'I': Intellectual stimulation

- Why do innovation and creativity matter to inspiring positive change, and what can a leader do about it?
- Employ divergent and convergent leadership and its role in intellectual stimulation in your team.
- Utilize the elements of transactional leadership needed to arouse your team's thoughts and imagination, as well as stimulate their ability to identify and solve problems creatively and innovatively.

## 6. A systematic approach to inspiring positive change

- Preparing your team for change by conducting an environmental scan to identify the issues to change.
- Learn and possess your own adaptive leadership to boost your team's adaptability during periods of change.
- Utilizing the 4Is of transformation leadership with the necessary elements of transaction leadership to develop a systematic approach to inspire positive change.

# Course Details

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**1 Day**  
9am - 5pm (Classroom)  
930am - 430pm (Virtual)



**Classroom** @ Holiday Inn  
Orchard City Centre/  
Concorde Hotel OR  
Virtual via **Zoom**



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**\$680** Before GST



# Trainer's Profile

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## Mr. Daniel Lee

With over 20 years of working in Australia and Singapore, Daniel Lee helps individual become successful leaders by working with, training and coaching participants from different cultures and work backgrounds in a range of skills and mindsets.

Prior to 2016 when he moved into full time training, Daniel has had corporate experiences in the public service, manufacturing, professional services, facilities services, and banking and finance, with much of that time spent in Learning and Development.

Currently with a focus on leadership, he has run both in-house and public programmes for Accenture, American Express, PPG Industries, Bank of Singapore, Marina Bay Sands, BNP Paribas, Coles Group, Spotless, DHL, Shiseido, Standard Chartered, Telkom Indonesia, Beam Suntory, Cornerstone, and many more.

He strongly believes that emotional intelligence is a learnable skill, and takes the view that learners already subconsciously know how to achieve the desired outcomes in the topics that he covers. His role is to bring awareness to the learners, so they can become intentional professionals in their own fields.