

**School:** Humanities  
**Course:** Defining Transformational Leadership: A Values-Based Next Level Approach  
**Faculty:** Licia Thompson, Author & Leadership Reinvention Strategist, Licia Thompson Coaching & Consulting, LLC

### **Summary**

In “Defining Transformational Leadership: A Values-Based Next Level Approach,” Licia Thompson explores the essential principles of transformational leadership, particularly how aligning core values with leadership goals can enhance both personal and organizational growth. The course focuses on the development of leadership that goes beyond titles and emphasizes a values-driven approach to achieve meaningful, long-term results.

The course begins by addressing the importance of identifying and redefining core values. Thompson explains that core values are the fundamental beliefs that guide decision-making and behavior, both personally and professionally. They form the foundation for creating a purposeful and meaningful life, and understanding them can help leaders make positive decisions in all areas of life. She encourages participants to redefine their core values, especially after personal or professional challenges, as this process can provide clarity and direction for future goals.

Once core values are identified, leaders can align them with their vision and goals. This alignment is essential for effective leadership, as it enables leaders to act with intention and purpose. Leaders who are clear about their values are better equipped to make decisions that align with their long-term vision. Thompson emphasizes the importance of consistency in leadership, noting that leaders must live by their values to avoid confusion and ensure that their teams model the same behavior.

Another key focus of the course is the role of habit formation in sustaining leadership growth. Thompson explains that creating and mastering new habits, even small ones, can lead to significant personal and professional development. Leaders are encouraged to practice these habits consistently and to evaluate their progress regularly. She highlights the importance of self-awareness and ongoing development in achieving transformational leadership.

Thompson also defines transformational leadership as a values-based approach that focuses on reformation and improvement. Transformational leaders are visionary, collaborative, and resilient. They are unafraid to question traditional methods and encourage open communication within their teams. By doing so, they can inspire others

to reach new levels of performance and engagement. In the context of workers' compensation, transformational leaders promote whole-person recovery by treating injured or ill employees with dignity and supporting their recovery through clear communication and effective decision-making.

The course further explores the benefits of coaching, mentoring, and championing in leadership development. Coaching is described as a thought-provoking and creative process that helps leaders maximize their potential. It is goal-oriented and focuses on addressing blind spots and expanding a leader's mindset. Mentoring, on the other hand, is more informal and focuses on sharing experiences and providing guidance. Championing involves senior leaders advocating for others when they are not present, opening doors to opportunities that might otherwise be inaccessible.

Thompson concludes the course by discussing the return on investment (ROI) for organizations that invest in leadership development. Companies that support leadership growth through coaching and mentoring see significant returns in the form of improved decision-making, collaboration, and overall leadership effectiveness. This investment in leadership growth, starting from the C-suite, creates a culture of continuous development and success throughout the organization.

In summary, this course emphasizes the importance of aligning core values with leadership goals, forming new habits, and fostering transformational leadership through coaching and mentoring. By adopting a values-based approach, leaders can create meaningful change, both for themselves and their organizations.

### **Learning Objectives**

1. Understand the importance of identifying and redefining core values in personal and professional development.
2. Learn how to align core values with vision and goal setting for effective leadership.
3. Recognize the intentionality of habit formation to support ongoing leadership growth.
4. Explore the qualities of transformational leadership and how it impacts organizational success.
5. Understand how organizations can benefit from investing in leadership development through coaching, mentoring, and championing.

### **Primary Takeaways**

1. Identifying and realigning core values, especially after challenges, enhances both personal and professional growth.

2. Leaders who align their values with clear goals and a defined vision can lead more effectively and create meaningful outcomes.
3. Building and sustaining new habits is critical for maintaining personal growth and leadership effectiveness.
4. True leadership is values-based and promotes collaboration, resilience, and respect, contributing to organizational growth.
5. Organizations that invest in leadership development through coaching and mentoring see significant ROI, including improved decision-making and leadership skills.

### **Course Outline**

- 1) Core Values and Leadership
  - a) Importance of Core Values
    - i) Definition and role of core values in personal and professional life.
    - ii) Examples of core values such as integrity, respect, authenticity, and accountability.
  - b) Aligning Core Values with Vision and Goals
    - i) Aligning personal values with a strategic vision for leadership effectiveness.
    - ii) How core values influence decision-making and leadership outcomes.
- 2) Transformational Leadership and Growth
  - a) Transformational Leadership Characteristics
    - i) Key qualities of transformational leaders: integrity, collaboration, and resilience.
    - ii) How leaders inspire and motivate teams to achieve desired outcomes.
  - b) Coaching and Leadership Development
    - i) The role of coaching and mentoring in leadership development.
    - ii) Understanding the return on investment (ROI) for organizations that invest in leadership growth.

NOTE: Artificial Intelligence was used in the creation of this document.