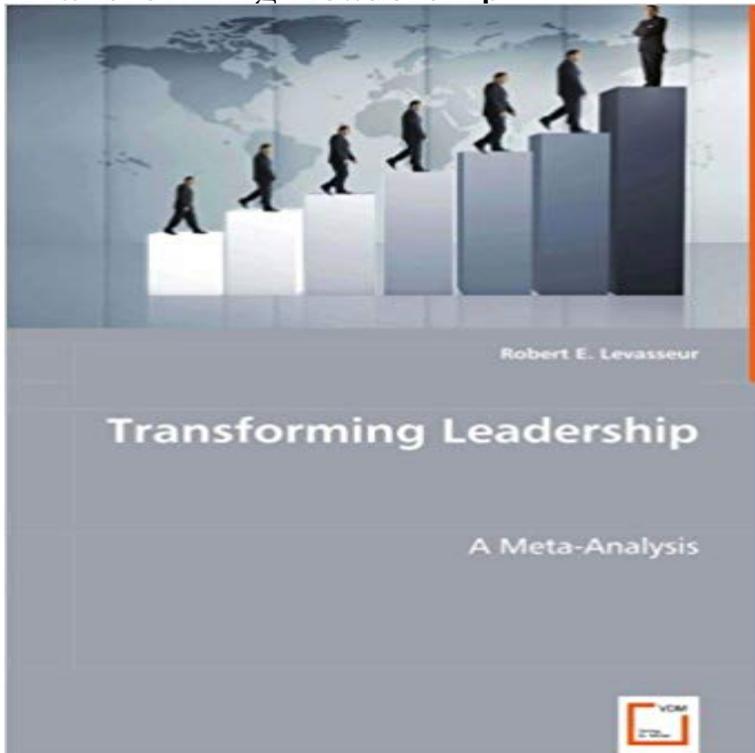


Transforming Leadership



Although the new millennium requires leaders to engage followers actively in the change process, many leaders seem reluctant to embrace modern methods of transforming leadership despite evidence of their effectiveness. To facilitate the transition to more collaborative forms of leadership, this study used meta-analysis, a research method useful for combining the quantitative findings of a number of primary research studies to produce a more powerful statistical measure, to examine the impact of leaders who use modern styles of leadership, characterized as visionary, charismatic, or transformational, to motivate their followers to achieve higher levels of performance and job satisfaction. The findings support the effectiveness of transforming leadership in comparison to more traditional leadership styles.

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