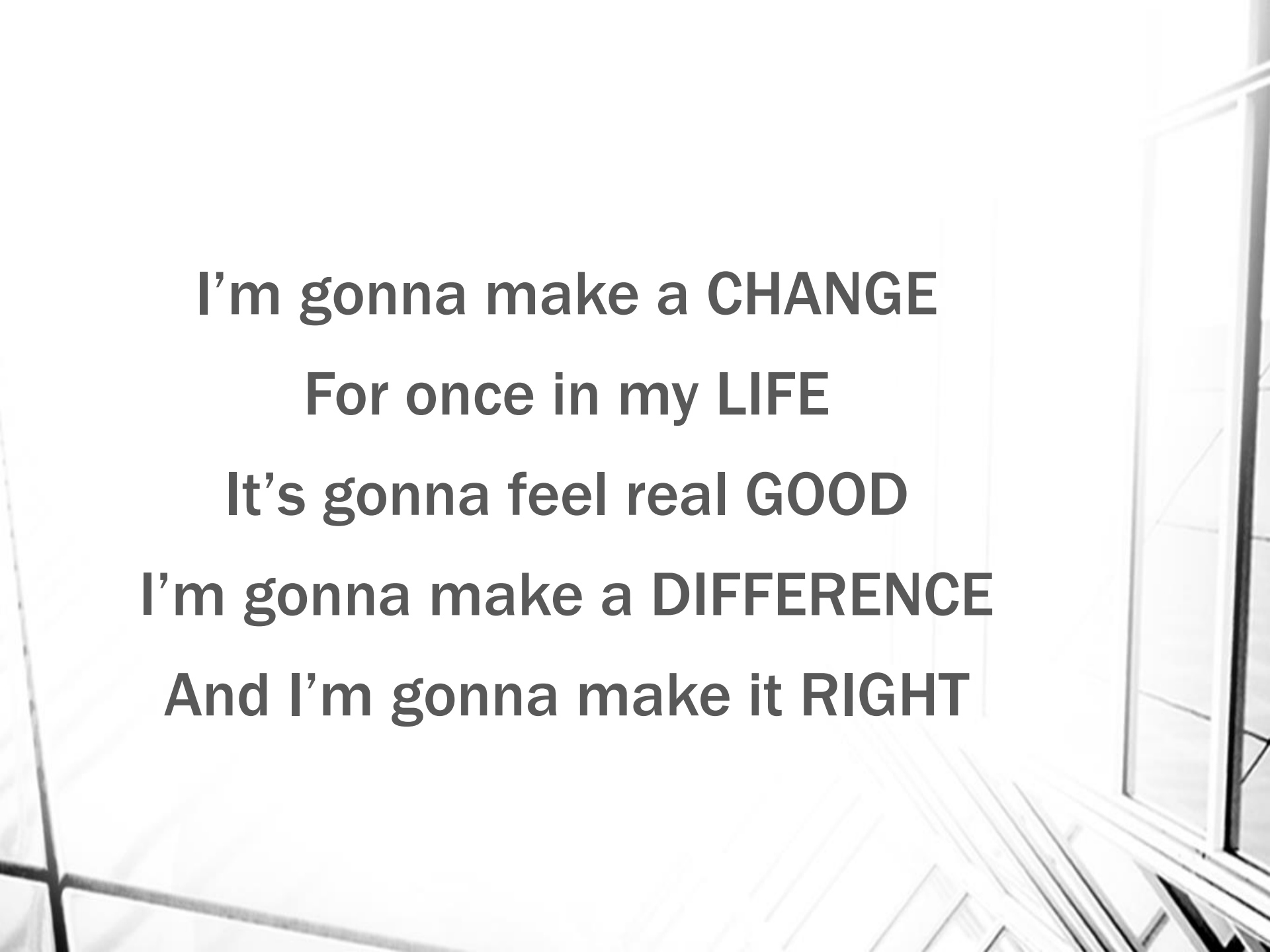
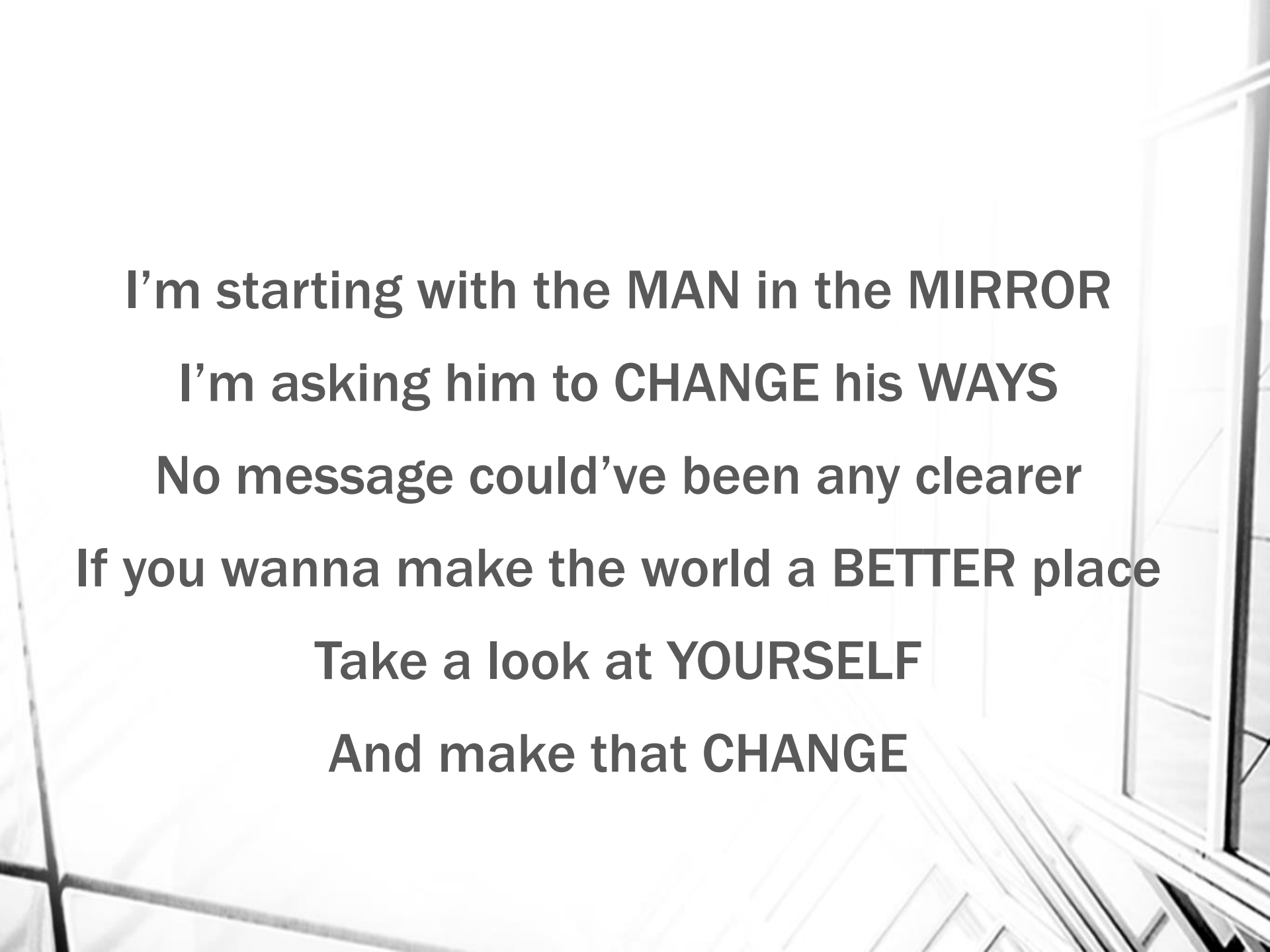




# **Transformational Leadership for Organizational Performance: The Mediating Role of Innovation**



**I'm gonna make a CHANGE  
For once in my LIFE  
It's gonna feel real GOOD  
I'm gonna make a DIFFERENCE  
And I'm gonna make it RIGHT**



**I'm starting with the MAN in the MIRROR**  
**I'm asking him to CHANGE his WAYS**  
**No message could've been any clearer**  
**If you wanna make the world a BETTER place**  
**Take a look at YOURSELF**  
**And make that CHANGE**



# **Transformational Leadership for Organizational Performance: The Mediating Role of Innovation**

# FRAMEWORK

TRANSFORMATIONAL  
LEADERSHIP

INNOVATION

ORGANIZATIONAL  
PERFORMANCE



# TRANSFORMATIONAL LEADERSHIP

**IDEALIZED  
INFLUENCE**

**INSPIRATIONAL  
MOTIVATION**

**INTELLECTUAL  
STIMULATION**

**INDIVIDUALIZED  
CONSIDERATION**

# TRANSFORMATIONAL LEADERSHIP

## IDEALIZED INFLUENCE

- Role Model
- Charisma
- Pride, faith & respect
- Trust, admire, loyal

## INSPIRATIONAL MOTIVATION

- Inspire for ambitious goals
- Higher expectations
- Commitment achieving goals

## INTELLECTUAL STIMULATIONS

- Think 'out of the box'
- Innovative problem solving
- Promote intelligence

## INDIVIDUALIZED CONSIDERATION

- Treat every individual unique
- Exploit strengths rather than weaknesses

# ORGANIZATIONAL PERFORMANCE

## GOALS

### FINANCIAL

- Profits
- ROI
- Turn Over
- Share Market

### NON-FINANCIAL

- Customer Satisfaction
- New Client
- Award

### PROJECT

- Cost
- Time
- Quality
- Scope
- Safety & Health
- Environment

# INNOVATION

## **Rogers (2003)**

- **An idea, practices or objects perceived as new by an individual or other unit of adoption**

## **Amabile & Conti (1999)**

- **Implementation of new, useful ideas by people in organization**

## **Aouad et al. (2010)**

- **Creation and adoption of new knowledge to improve value of products, processes or services**

# FRAMEWORK

TRANSFORMATIONAL  
LEADERSHIP

INNOVATION

ORGANIZATIONAL  
PERFORMANCE

LEADERSHIP FOR  
CHANGE



CHANGE



SUCCESS

# **JKR VISION**

**To become a WORLD-CLASS  
service provider and CENTRE OF  
EXCELLENCE in asset  
management, project  
management and engineering  
services for the development of  
nation's infrastructure through  
CREATIVE AND INNOVATIVE  
HUMAN CAPITAL and STATE-OF-  
THE-ART TECHNOLOGY.**

# LEADERSHIP OF SUPERHEROES



**HULK**



**BRUCE  
BANNER**



**IRON MAN**



**TONY STARK**



**CAPTAIN  
AMERICA**



**STEVE ROSS**



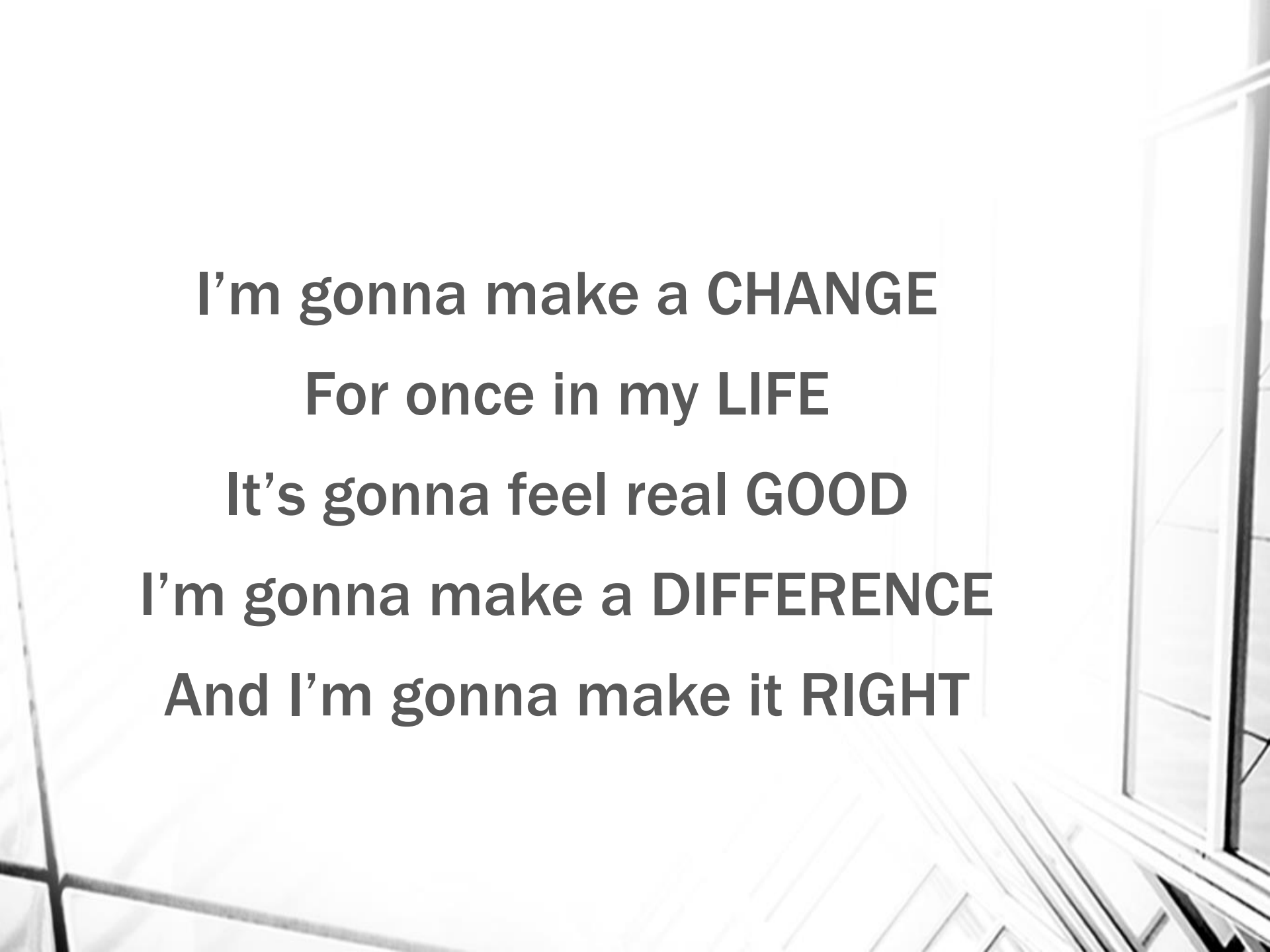
**THOR**



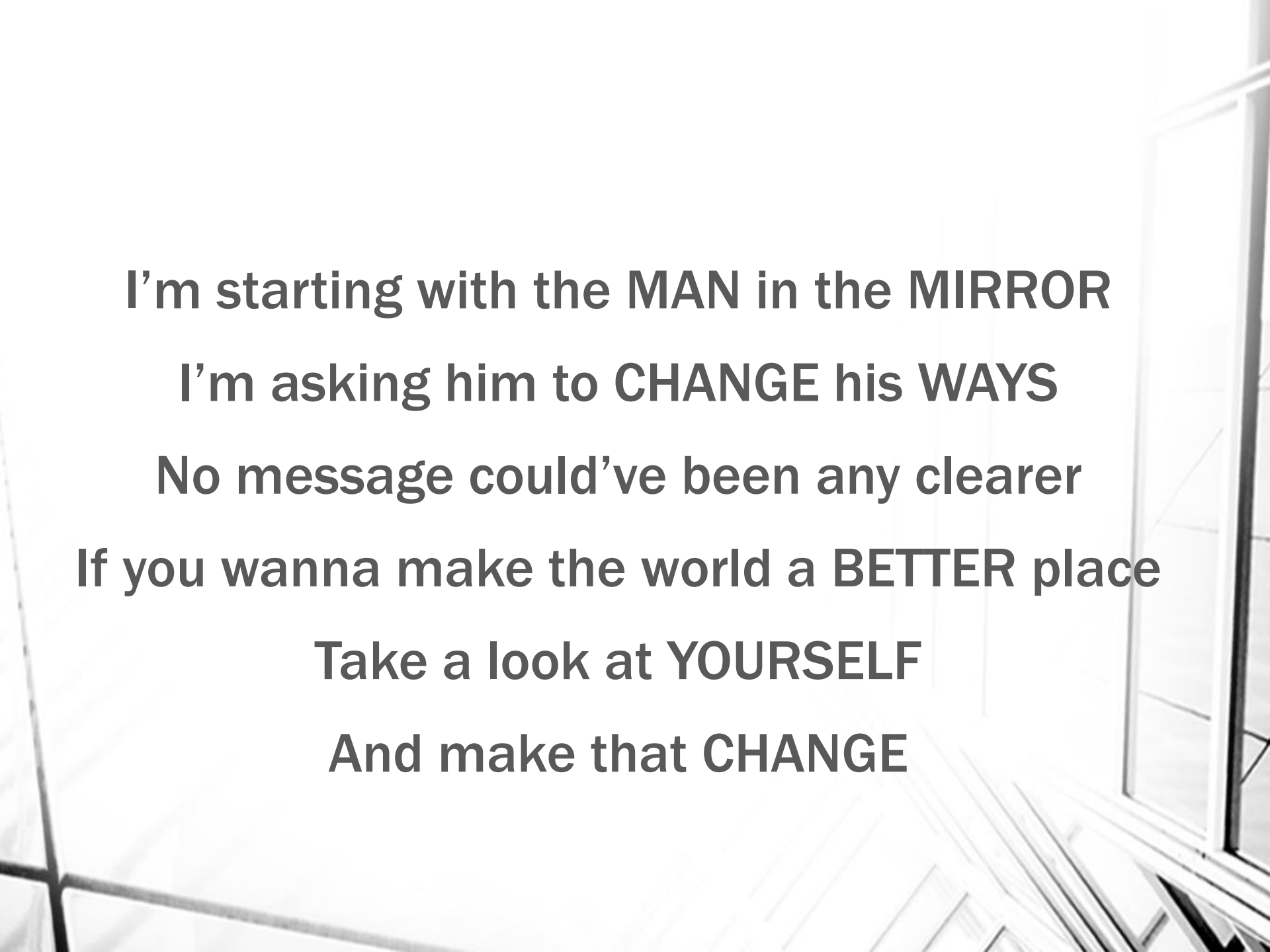
**POWER DOES NOT MAKE YOU A LEADER**

**LEADERS COMES WITH TRAITS, ATTITUDES,  
PERSONALITIES AND CHARACTERISTICS**

**MANAGERS ARE NOT NECESSARY LEADERS**



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