

## Learning-centered leadership

### Resource 2: Comparison of models

This table summarises the difference in the two approaches. (It's taken from *Leadership and Our Schools*, Research Matters, Spring 1998, National School Improvement Network, Institute of Education)

<b>Transformational leadership</b>	<b>Transactional leadership</b>
Builds on the need for meaning	Builds on the need to get the job done and make a living
Preoccupied with purposes, values, morals and ethics	Preoccupied with power and position, politics and perks
Transcends daily affairs	Swamped in daily affairs
Oriented towards long-term goals without compromising human values and principles	Oriented to short-term goals and hard data
Separates causes and symptoms and works at prevention	Confuses causes and symptoms and is concerned with treatment
Focuses more on missions and strategies for achieving them	Focuses on tactical issues
Makes full use of available human resources	Relies on human relations to oil human interactions
Designs and redesigns jobs and makes them meaningful and challenging; realises human potential	Follows and fulfils role expectations by striving to work effectively within current systems
Aligns internal structures and systems to reinforce overarching values	Supports structures and systems that reinforce the bottom line, maximise efficiency and guarantee short-term goals