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**The Role of Transformational Leadership to Prevent Burnout and Turnover in
Nonprofit Organizations**

Melissa Norton
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Theories of Transformational Leadership

❑ Burns (1978) Transformational Leadership theory which states that “the leader guides people with the existing values, goals, capabilities and other resource the followers need”.

❑ Bass (1985) Transformational Leadership theory involving individual considerations, intellectual stimulation, inspiration, an idealized influence.

❑ According to Transformational Leadership theory the strong interaction between leaders and followers is an influential factor for reducing burnout and turnover.



Why Transformational Leadership?

Here are the ways Transformational Leadership helps to prevent turnover and burnout in Nonprofits:

- Improves employee or “follower” performance
- Job satisfaction (less turnover)
- Organizational commitment
- Organizational citizenship behavior
- Staff attitude towards adopting evidence-based practices
- Stronger group cohesion
- Reduced emotional exhaustion (burnout)
- Improves safety performance
- Facilitates culture change
- Promotes positive teamwork

next in
nonprofits

