

Transformational Leadership

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Transformational Leadership

The leadership theory in which the leader coordinates with teams to ascertain the required modifications and d create a vision through which the changes are guided and implemented in the consensus of all the team players is very essential part of leadership.

Abstract

According to researches, the value of Transformational Leadership can be compared and likened to the value of managing a nursery in the early year's structure. The existing research also suggests that the value of nursery management in the early year's settings contains many characteristics of strong leadership that requires the practitioners and leadership to clearly share the setting's vision. Having a good childcare is attributed to having lasting and measurable impacts on child's education, welfare and healthcare and particularly for children with disadvantaged backgrounds. For effective education and future development of a child, the contribution of well trained and properly rewarded workers in childcare institutions is very essential.

Keywords:

A nursery Manager, Leadership, Early years

Introduction: Transformational Leadership Context (nursery manager)

The Early Years services in England play a pivotal role in ensuring that children as well as their families are provided with quality care. The leadership has been facing a challenge in providing quality care under scarce resources as well as finances.

Children are characterized by a rapid development in their early years and as a result, the experiences they are exposed to between birth and the first five years have great impacts in their future lives. Providing children with quality learning in their early years of development gives them a wide range of skills, understanding and knowledge and forms a foundation for their quality future development not only in school but also in life.

Despite the tiring and emotional exhausting nature of working at a private day nursery, long days and low pays, the work still remains rewarding. As the childcare workers help the children to learn, grow and develop, they form mutual and honest relationships with the children as well as their parents. Although these workers may have a feeling that their current managers undervalue them, their love for the children keeps them working (Importance of Leadership in Early Years Management. 2019,).

Professional nursery managers who are experts in this field have the ability to provide their staff with essential support, advice and teachings of their team of staff. Instead of withholding their skills and strengths, professional managers will always share them with their staff teams. They also train their workers and explain why they use certain theories and as well as methods in early education.

Transformational Leadership: a Nursery manager

I choose this topic because leadership plays a great role in any role in a job. The leaders act as facilitators of the growth and success of any company. Leaders are required to provide the

staff members with support, motivation and encouragement as well as possessing high standard of knowledge, care and practice.

One of the most fulfilling and rewarding jobs is working with young children. The reason I work in early years is that I have a passion in positively impacting the lives of young children. A nursery setting has a number of people in leadership positions ranging from nursery managers to room supervisor. Strong and effective leadership means that staff teams working in the nursery will work under the support and guidance of those in leadership positions.

As a manager, my team of workers will be motivated and show high standards of practice as copied from the modeling of their leader. A manager at a nursery should spend time with the workers as well as the children to observe their daily behaviors, communication and teaching as well as understanding the challenges they face. This will enable the manager to supervise advice, delegate and discuss where necessary. Leaders also need to have the ability to ²listen to the ideas, suggestions and thinking of the workers to help them feel acknowledged and taken as part of business success and growth (Arnerich 2019).

I have an interest in working as a nursery manager because I perceive it as one of the most valuable and rewarding roles a leader can take. Working with a team to which you provide advice, motivation and making them realize their potential, giving trials to new ideas, working and socializing with staff and children, learning their daily challenges and trying to provide solutions to them. Consequently, the staff members will produce the expected standards.

Some of the skills I have interests with that a nursery manager should portray include the following:

- Adaptability
- Building Trust

- Communication
- Conflict Resolution
- Honesty
- Managing Individuals
- Organisation
- Perseverance
- Staff Development

Transformational leadership

Transformational leadership, just like any other leadership model has its strengths, limitations as well as opportunities. The following is a discussion of strengths, limitations and opportunities associated with this leadership model.

Strengths

Promotional leadership promotes a quick vision formulation. As a nursery manager, it is easy to assess the existing situation of the nursery and construct a vision to improve the situation. That is because the leaders and the workers can effectively communicate their vision to workers and other leaders. Transformational leadership will also promote enthusiasm in the nursery (Molly Thompson n.d.). This leadership is able to create an environment for enthusiastic working that drives to innovations and changes. Besides, embracing this leadership model will enable leaders to motivate people through inspirations. Also due to workers retention, this model reduces turnover costs.

Weaknesses

Transformational leadership is also characterized by a number of limitations. For instance, a manager may end up overlooking the reality. That is because the leaders may find

themselves over depending on emotions and passion. This can as well restrict the willingness of the leaders to conduct research or logical reasoning to handle harsh realities about the company.

Transformational leadership potentially promotes abuse. Some of the leaders may take the advantage of their power to abuse others (Smith, 2015). Also, this model may face a details challenge. Though leaders are inspirational, dealing with orientation may be difficult for them at times. Such leaders may need assistance of more oriented staff member or leaders to help in maintaining the vision of these leaders.

Opportunities

As a leader, transformational leadership gives you the opportunity to become a good leader and will help the leader to be better at their job. As a nursery leader, others will be able to learn and accept conflicts based on personality and help me build a positive for my staff teams. It also allows me as the leader to listen to the needs of my workers as well as the children and always work towards solving their problems and improving their experiences.

The threat of a nursery manager

The nursery manager may have personal problems resulting from their own lives or their families, which may limit their ability to achieve the goals, set by the organization. The managers also face the threat of losing their jobs due to economy as well as downsizing.

Conclusions

Professional nursery manager are able to delegate responsibilities to others and guide them rather than trying to do everything, a practice that confidently involves the staff members. This makes the staff feel acknowledged, appreciated and trusted making them perform better in their roles.

It requires a team effort to work effectively in early years. Regardless of the position an individual holds, they all have a contribution to the overall achievement. As a leader, you need to continually inspire and share your vision as well as supporting and involving others. Despite the long working hours and exhaustion of working in private day nursery, the workers are can remain at work for they get rewarded by helping the children learn and grow as well as creating positive attachments with them and their parents. People with children at school going age would find employment at school as a way of spending more time with children and work for shorter days while getting large salary.

The concern rose due to the fact that even the working practitioners were uncomfortable about how much stress results from their work. Anxiety was also caused by any form of stress that would limit them from fully attending to the children such as too much paperwork.

The vocational passion of early year's childcare workers was being exploited by the managers as well as supervisors. However the managers have other responsibilities despite the fact that the staff needs the full support of the managers.

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