



Course Name: Transformational Leadership - Idealized Influence

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Course description:

This course explores the necessity for transformational leadership within the church. The primary focus of this lesson is to identify and implement Idealized Influence as part of the Four I's into our leadership approach.

Course Objectives: By the end of this class students will have...

- A. Defined the Four I's and classified their application to the home, world,, and church.
- B. Determined the validity of idealized influence in our relationships.
- C. Reviewed the apostle Paul's use of idealized influence in his relationship with Onesimus.
- D. Determined one action they can focus on in the coming weeks in order to endear others to them using transformational leadership.

Outline of the class:

- A. In the first 5 minutes of class introduce the Four I's which are four behavior dimensions shared by transformational leaders: Idealized Influence, Inspirational Motivation, Individual Consideration, and Intellectual Stimulation
 1. As transformational leaders it is important that we can identify with our followers on a personal level and to join the task at hand with the values and ideals of the follower.
 2. This style of leadership borders on lateral leadership where hierarchy is not as important as the shared goal.
- B. Five minute group activity: Separate the class into groups of 3 or 4 and ask them to list 5 relationships in the home, world, or church where influence takes place. Suggestions:
 1. Police – pedestrian
 2. Parents – children
 3. Employer – employee
 4. Teacher – student
 5. Spouse – spouse

6. Coach – player
 7. Customer – cashier
 8. Elder(ly) – member (younger)
- C. Idealized Influence is the leader’s ability to develop symbolic power that is used to influence followers. Because of this power, through positive relationship, the follower develops emotional attachment to the vision.
- D. Briefly read the book of Philemon. Have each group write how they perceive Paul’s use of his influence and how he expects Philemon to use his power as a leader. Go around the room and write their ideas on the board until all ideas have been acknowledged. Paul’s letter to Philemon demonstrates the careful use of power (influence) and what the relationship with positive feelings can produce.
1. Philemon knows Paul values him, the work he does and wants him to be successful in his future endeavors. Philemon 4-7
 - a. We want to move people in a direction that is best for them, but often what needs to happen involves them doing what they least want to do.
 - b. Encouraging followers by recognizing their previous successes helps to build valence.
 2. Paul appeals to a shared ideal that they both consider valuable to the degree that it ranks higher than the outcome of the current actions. Philemon 8-9
 - a. Love is greater than the vengeance Philemon could take on his runaway slave.
 - b. Since Paul has endeared himself to Philemon, the use of force (the full use of Paul’s authority) is deemed unnecessary.
 - c. Philemon will act properly because of this higher order relationship that compels him, not the full use of Paul’s authority.
 3. The difficulty or discomfort involved in the task is converted into a joyful task by the idealized influence of a transformational leader. Philemon 10-17
 - a. Paul relies on the goodness of Philemon but assures Philemon that the goodness is there without the need to micromanage.
 - b. Some people have never been told that they are more than they think they are.

Conclusion:

- A. Today, we've discussed the transformational leadership from the standpoint of idealized influence. From Paul's letter to Philemon we have noted these areas written on the board as well as the reaffirming words of a leader, the appeal to a shared ideal, as well as turning difficulty into a joyful task.
- B. Idealized influence is more than being a good influence. It is showing people who they can be in light of the task ahead of them.
- C. This week, let us pray for our development and step out as a transformational leader to provide reaffirming words, engage in shared ideals with our brothers and sisters, and turn difficult tasks into occasions for growth and joy.
- D. Next week's lesson will build upon the premise of the Transformational Leader's idealized influence as we seek to engage in inspirational motivation.