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Does the Transactional-Transformational Leadership Paradigm Transcend Organizational and National Boundaries?

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Abstract

There is universality in the transactional-transformational leadership paradigm. That is, the same conception of phenomena and relationships can be observed in a wide range of organizations and cultures. Exceptions can be understood as a consequence of unusual attributes of the organizations or cultures. Three corollaries are discussed. Supportive evidence has been gathered in studies conducted in organizations in business, education, the military, the government, and the independent sector. Likewise, supportive evidence has been accumulated from all but 1 continent to document the applicability of the paradigm.

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