

## **GREAT READING**



### **Transformational Leadership:**

The Enhancement of Employee Commitment and Performance

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Most workplace problems are created by a small percentage of people. If these problems are not addressed, a negative culture will develop in which employees are not satisfied with their jobs. When job satisfaction is low, morale is also low. When morale is low, employee behaviour in the workplace is usually more negative. This behaviour leads to low accountability and commitment. What can leaders do to create

opportunities for employees to participate meaningfully in day-to-day operational decision-making, to work cooperatively with others, and to enhance their accountability in and commitment to the workplace? How can the experience of leadership be applied to enhance commitment? How do leaders bring out the best in people and build on their strengths? How do leaders motivate employees and help them motivate themselves so they can become self-managed individuals? These questions are the foundation of a research project Melinda conducted at Children's and Women's Health Centre of British Columbia. The research findings should help professionals gain insights on organizational culture and change. It is especially useful for leaders who may be considering implementing transformational change.

Melinda is the Corporate Director, Supply Chain with the Provincial Health Services Authority (PHSA) responsible for all supply chain services at the PHSA and branch societies. Melinda has extensive experience in managing supply chain. She studied Health Care Management at The British Columbia Institute of Technology in the 80's and Purchasing Management at Simon Fraser University in the 90's. She earned her P. Log from the Logistics Institute in 1996 and a Masters degree of Arts in Leadership and Training from Royal Roads University in 2003.

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