

# Application of Transformational Leadership Theory on US Technology Professionals and the Effect on Organizational Culture

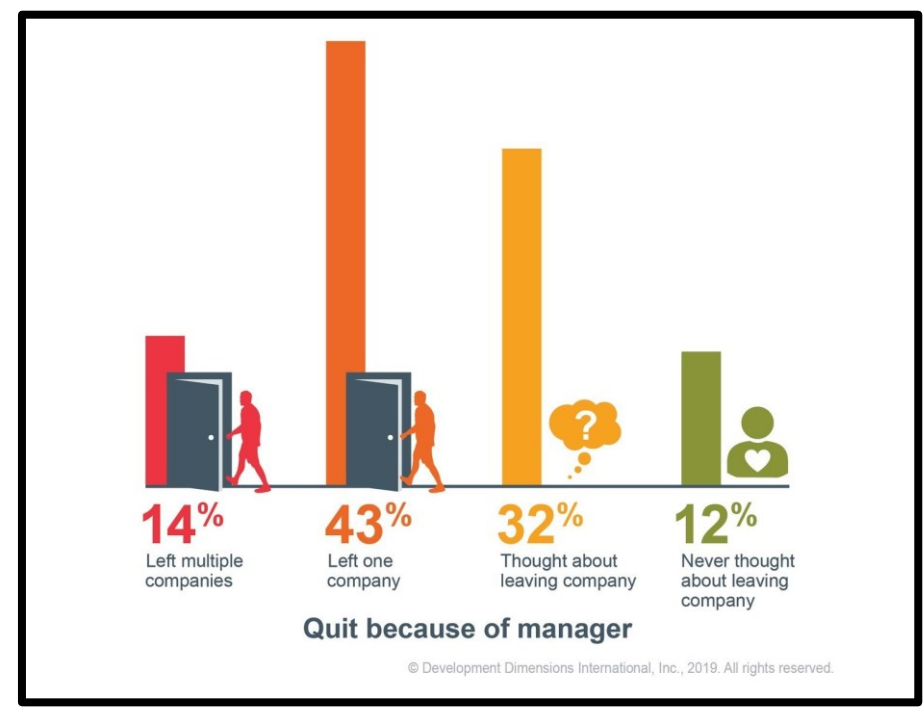
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## Introduction

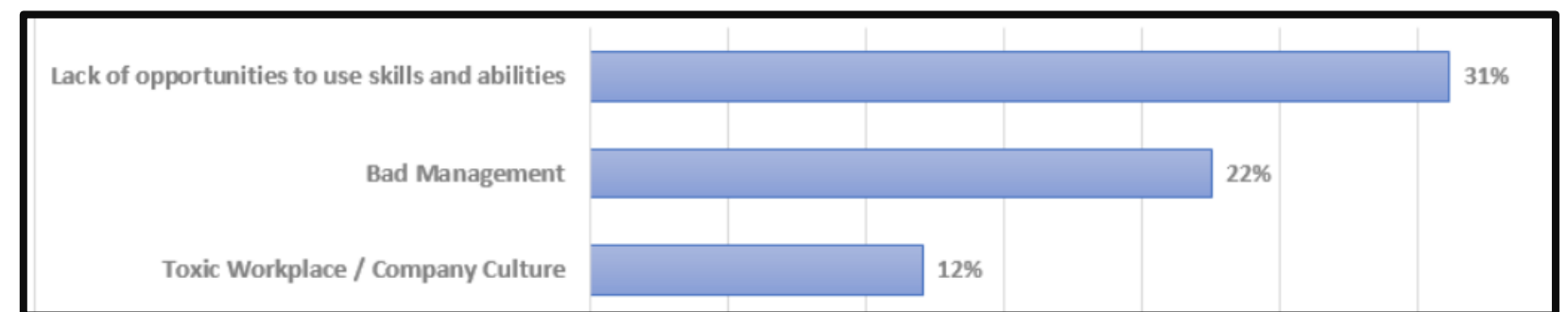
### Do people truly leave managers and not jobs?

The US technology sector has the third-highest turnover rate globally, fueled by a low organizational commitment to their business culture. Employees cite having an involved and transformative leader as beneficial to feeling part of an organization's culture. Research has shown that employees leave an organization for multiple reasons, but the most cited is an ineffective immediate supervisor. In a recent survey, approximately 60% of respondents reported leaving a company because of a poor relationship with their supervisor, and one-third of employees (33%) surveyed believe leadership is "minimally committed" to culture and employee experience. This study examines the extent of transformational leadership traits among US technology leaders and whether there is a direct or indirect relationship to organizational culture using a mixed-methods approach. This research can be used to define and implement leadership programs across IT professionals



57% of employees quit because of their boss adapted from Almes, B. (2019)

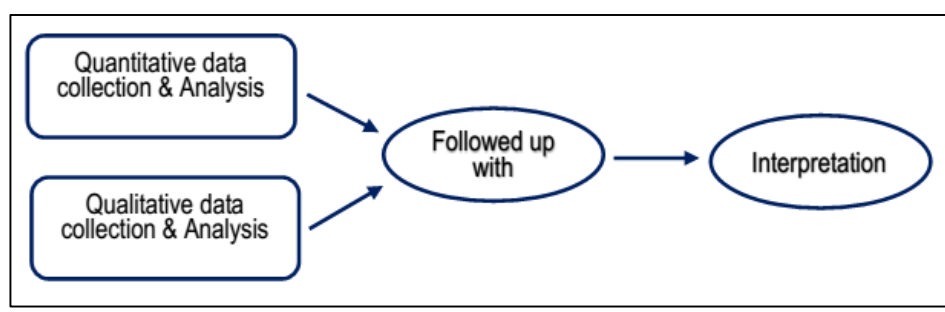
### When it comes to retention, managers make a difference



Seven reasons why people leave jobs adapted from Tegze, J. (2017)

## Methodology

- Phenomenological descriptive mixed-method approach to collect primary data
- Qualitative: Questionnaires for subordinates will employ open-ended questions on organizational culture and manager experiences while employed in a technology profession.
- Quantitative: Questionnaires for leaders will use the Multifactor Leadership Questionnaire (Avolio and Bass, 2000). The MLQ will be distributed to US-based technology leaders to measure individual level of TL traits.

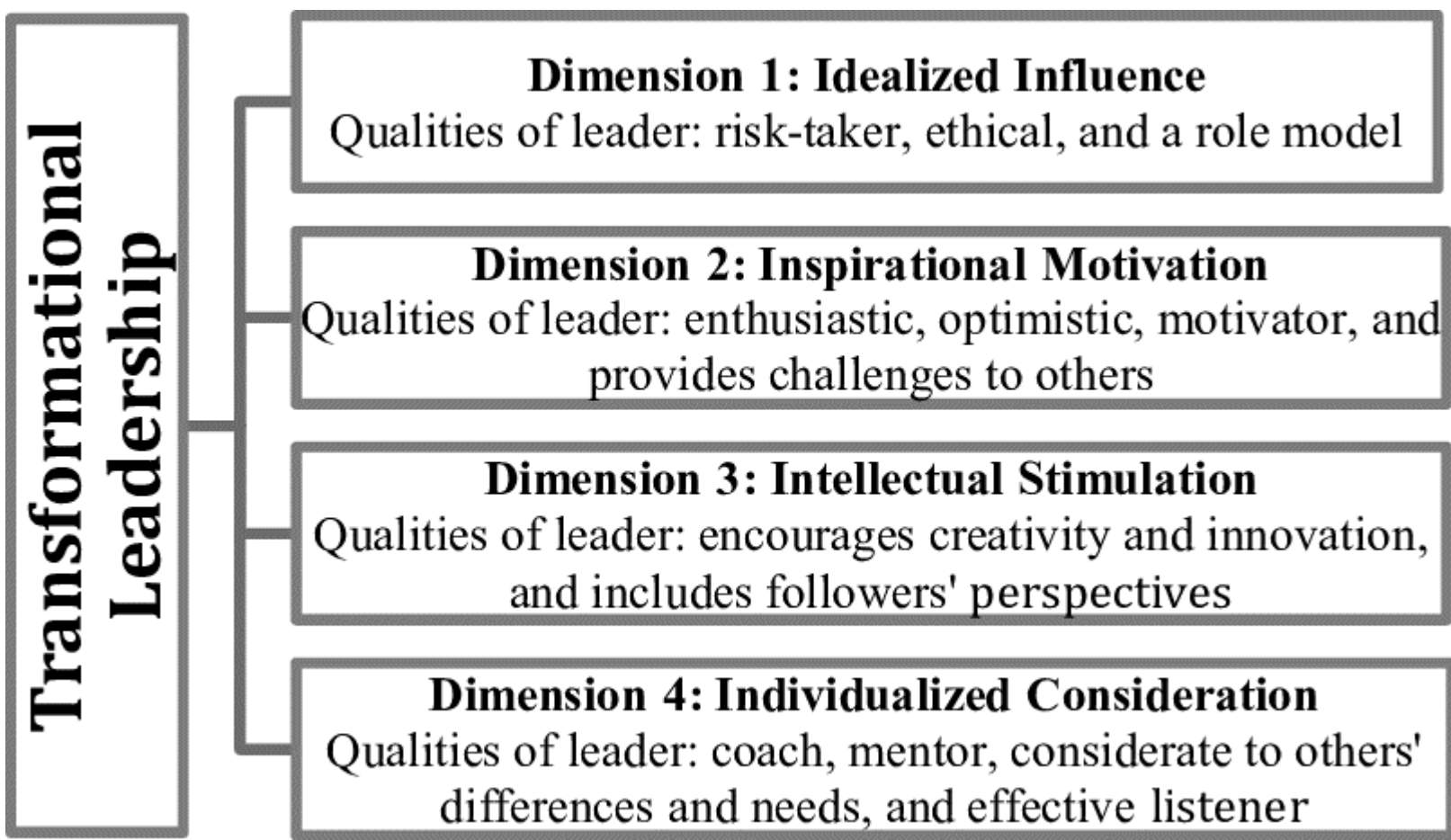


Convergent parallel mixed methods design model, adapted from Creswell, J. W., & Guetterman, T. C. (2019)

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## Theoretical Framework - Transformational Leadership Theory



Theoretical Framework Bass & Reggio, 2006)

## Why it Matters



Leadership infographic data adapted from Nongard, Dr. R (2017)