

# Transactional and Transformational Leadership in Russian Companies

Daniel J. McCarthy  
McKim-D'Amore Distinguished  
Professor  
Northeastern University, USA  
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# Transactional Leadership

- Presentation based on 2008 Organizational Dynamics article, **“Overcoming Resistance to Change in Russian Organizations:**
- **The Legacy of Transactional Leadership”**
- **Daniel J. McCarthy**
- **Sheila M. Puffer**
- **Ruth C. May**
- **Donna E. Ledgerwood**
- **Wayne H. Stewart, Jr.**

# Difficulty introducing change into many Russian organizations

- Necessity for change in Russian companies
- Transactional leadership a basic cause of resistance

# Transformational leadership can facilitate change

- Transformational leadership consists of (Bass, 1985):
  - Idealized influence or keeping promises
  - Inspirational motivation through vision
  - Safe environment for creativity
  - Individualized consideration for followers' needs

# Summary

- Russian managers excel at managing complexity and uncertainty. Western managers can learn from them.
- This requires flexibility and both transactional and transformational leadership styles, and Russian managers will need both.
- Adding transformational style will enhance their ability to create change in companies.