

**The Role of Transformational Leadership to Prevent Burnout and Turnover in  
Nonprofit Organizations**

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## Theories of Transformational Leadership

❑ Burns (1978) Transformational Leadership theory which states that “the leader guides people with the existing values, goals, capabilities and other resource the followers need”.

❑ Bass (1985) Transformational Leadership theory involving individual considerations, intellectual stimulation, inspiration, an idealized influence.

❑ According to Transformational Leadership theory the strong interaction between leaders and followers is an influential factor for reducing burnout and turnover.



## Why Transformational Leadership?

Here are the ways Transformational Leadership helps to prevent turnover and burnout in Nonprofits:

- Improves employee or “follower” performance
- Job satisfaction (less turnover)
- Organizational commitment
- Organizational citizenship behavior
- Staff attitude towards adopting evidence-based practices
- Stronger group cohesion
- Reduced emotional exhaustion (burnout)
- Improves safety performance
- Facilitates culture change
- Promotes positive teamwork

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