

# Respect Oriented Leadership Model (ROLM): A New Transformational Leadership Style to Conquer Organizational Obstacles

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**Abstract.** Using an appropriate leadership style is essential to improve the organizational performance. This paper presents a novel transformational leadership model to conquer the organizational ambiguities and obstacles. The proposed approach is called Respect Oriented Leadership Model with the core of *respect* concept. *Respect* means considering the idea and opinion of each expert in leading process. Besides the meaning of respect concept that is the kernel of the proposed Model (ROLM), RESPECT is standing for Refer to Experts' Significant Perspectives in Each Conduction Trend. In ROLM participating in decision, making process is duty of related expert persons in corresponded area. The model components support the change driving process.

**Keywords:** Transformational Leadership, Decision Making, Information System, Respect, Driving Change.

## 1. Introduction

Studying and analyzing the Information systems addressed some leadership-related problems. The major leadership problems are the consequences of current ambiguous leadership style. Each leader in an immature organization follows the interests and turnover the leader affects all pre-established strategies. This article will introduce the Respect Oriented Leadership Model (ROLM) with the corresponded characteristics and requirements. According to Bodla, transformational leadership style aims to satisfy five factors: attributes behaviors, inspirational motivation, intellectual stimulation, and individualized consideration [1]. The ROLM is a special landscape of transformational leadership style with some control attributes of transactional leadership style and has some characteristics Appreciative Inquiry (AI) model [2]. Besides detail features of aforementioned model, a brief steps in obtaining the objectives of the model will describe.

## 2. Respect Oriented Leadership Model Definition

According to Paulsen, there is a strong relationship between charismatic and consultative leadership and team outcomes [3]. The Respect Oriented Leadership Model is a special transformational-transactional leadership style with the core of *respect* concept. Respect means considering the idea and opinion of each expert in leading process. Besides the meaning of respect concept that is the kernel of ROL Model, RESPECT is standing for Refer to Experts' Significant Perspectives in Each Conduction Trend. In ROLM, participating in decision-making process is duty of related expert persons in corresponded area.

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Finding the experts in each professional area inside or even outside of the organization is the most important task of a leader. Wisdom and energy are two products of a true leader [4]. In ROLM, a Respect oriented leader is one, who can identify the expert people to participate, shares the related information between them, and gathers their idea and consolidates them.

Three important components of ROLM are: 1) Leadership Qualification Monitoring Committee, 2) Decision Making Iterations, and 3) Systematic Leadership Activities Log. Figure 1 is a pictorial representative of ROLM. Hill stated: “Over the years, leadership has featured in the Leading edge” [5]. The proposed leadership model starts with choosing an appropriate effective leader and finished in empower the current leader or assign a better one. During the leading process, a monitoring committee acts as right arm of the leader and there is an iteration process in decision making that will open the way for solution correction.

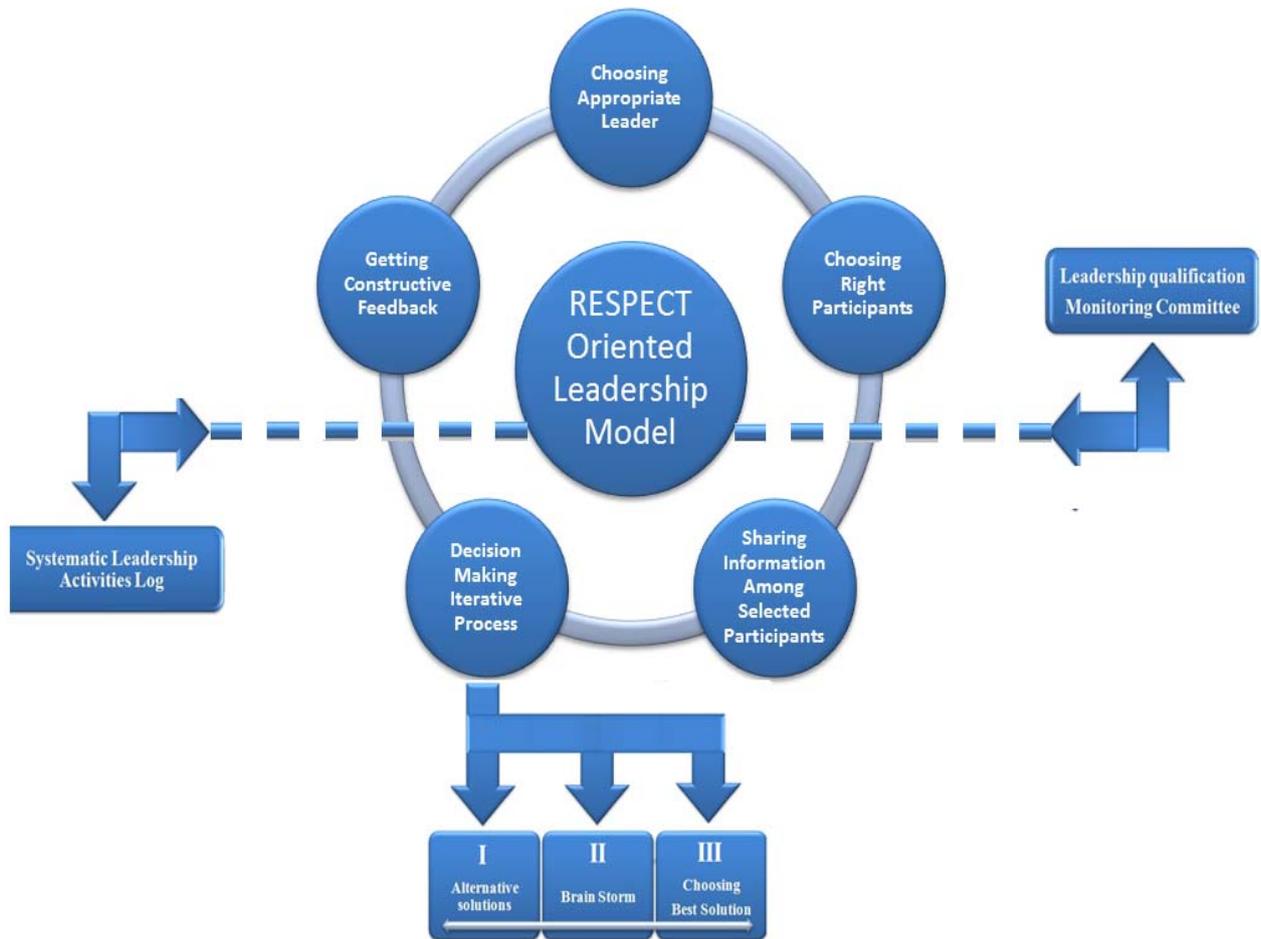


Fig 1. Pictorial Representative of Respect Oriented Leadership Model (ROLM)

### 3. Respect Oriented Leadership Model Components

The following components of the Respect Oriented Model support driving change during leading process through dynamic iterations.

#### 3.1. Leadership Qualification Monitoring Committee

The leadership qualification monitoring committee supports the multi-leader approach of the ROLM. The committee chooses the leader for each problem or project as well as controls the leader behaviors. In addition, committee provides some guidelines and makes decision about leader effective turnover. Antonakis stated that successful transactional leadership needs a systematic monitoring [6]. The leadership qualification monitoring committee satisfies some control attributes of transactional leadership style.

#### 3.2. Decision Making Iterations

The ROLM suggest an incremental approach for decision making. Therefore, in some iteration loops the experts will decompose the problem or project and in an interactive environment through brainstorm process decide about the alternative solutions for each part of the problem. The constructive feedbacks will correct the roadmap in next iteration.

### 3.3. Systematic Leadership Activities Log

According to McCann successful organizations need a value based approach [7]. An intelligent system through a flexible approach and using IT advanced tools will log an all-leadership journey. To avoid losing the knowledge and experiences as the most important assets and values, in the projects or problems handover from one leader to another, the full-documented journey will transfer to potential leaders.



Fig 2. Respect Oriented Leadership Model Components

## 4. Strengths of Respect Oriented Leadership Model

According to Levasseur, developing a shared vision, one important objective of ROLM, empowers individuals [8]. The academic environment or professional departments consist of experts, scientists, and academicians. The ROLM considers and uses the powerful potential of the aforementioned people. Decision Iteration loops with constructive feedback makes a composure and serenity community. Savitz stated that Organizations- sustainability needs focusing on the planned change [9]. Identifying, educating and providing the potential leaders provide a powerful support for the implementation of ROLM Model.

## 5. Limitation of Respect Oriented Leadership Model

The default of suitable environment for ROLM is academic communities. The prescription of ROLM is this fact that all participants have enough qualifications to attend in decision-making. Leader turnover likely causes many serious risks. Establish and follow proactive risk management can mitigate the consequences.

The sensitive or critical environments such as military or surgery clinics require transactional leadership model. Therefore, the decision making iterations may cause some dangerous effects. Finally high-level consulting and sharing the vital and important information among the many persons that are involved in decision making process likely affect the security of systems. Therefore, some effective security policies have to design.

## 6. Conclusion

The Respect Oriented Leadership Model (ROLM) is a specific form of transformational leadership style. The core of ROLM is including iterations processes for decision making and supporting multi-leader feature. The suitable environment for ROLM is academic and professional community or organizations. Besides the trend and processes of the proposed leadership model, there are two important components in ROLM. The monitoring committee as the unique component of ROLM controls the behavior of leader and evaluates the

leadership effectiveness. The potential leaders can take the place of current leader with a minimum consequence. The systematic leadership activities log provides necessary information and history of decisions, activities, and events for later leaders.

## 7. References

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