

FOLLOWER READINESS - SITUATIONAL LEADERSHIP THEORY AND TRANSFORMATIONAL LEADERSHIP THEORY: AN INTERPRETATION OF THE COMMONALITIES

**Dianne M. Daniels, Nova Southeastern University
diandani@nova.edu**

ABSTRACT

Scholars have gone to great lengths to test two models of leadership that have been around for decades. Situational Leadership Theory, the basis of which was established in 1969 by Hersey & Blanchard, and Transformational Leadership Theory, as put forth by Burns in 1978, and expanded upon by Bass & Avolio (1993) have been empirically studied and debated quite heavily over the years. Many argue that Situational Leadership Theory is empirically inconclusive, while others argue that Transformational Leadership Theory is empirically sound and thorough. This paper puts forth that both theories have possible commonalities in that they foundationally focus on situation, relationship, and maturity (or readiness). Through a review of the literature, leadership style is discussed, and the two leadership models are explored.

