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Transcendental Leadership: The Path for True Leaders

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This paper presents the development of transcendental leadership theory and a pilot group test. The focus of this research is to study the constructs of leadership identity, followership, leader/follower relationship, leadership educational process, and organizational context in relation to transcendental leadership. We validated the dimensions of the constructs of the research cause-effect model with qualified experts in the field of leadership, using their feedback to adjust the measurement instruments and survey perspective. Additionally, content validity was made through content analysis of an extant literature review and content expert item analysis. We established preliminary construct validity and reliability based on the confirmatory factor analysis of pre-test data from the pilot group using a questionnaire for transcendental leadership in the workplace. The final transcendental leadership scale (based on a 7-point Likert scale) showed robust preliminary explicit theoretical grounding, suggesting that the initial conceptualization of the cause-effect model was positively related, and its measurement was comprehensive. The preliminary results of the pilot group revealed that creating a positive work environment is essential to developing future leaders at all levels. The study will be implemented in a sample of Mexican industries in the private sector located in the state of Nuevo Leon, Mexico. Contributions of the present research on transcendental leadership are discussed in the concluding section.

Keywords: *Transcendental leadership, leader identity, followership, effective leadership*

I. Introduction

New ways and approaches in leadership are emerging to face the challenges of our actual human communities and organizations. As cited by Avolio, Walumbwa, and Weber (2009, 422): “Leadership is no longer simply described as an individual characteristic or difference, but rather is depicted in various models as dyadic, shared, relational, strategic, global and a complex social dynamic.”

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