

# TIPTON

Exceptional Teams • Extraordinary Outcomes



## TRANSFORMATIONAL CHANGE 2024 SURVEY RESULTS

Team Tipton Research Project

7/1/2024

Team Tipton is dedicated to forging sustainable, transformational change in organizations serving humanity and the public good.

[www.TeamTipton.com](http://www.TeamTipton.com)

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# Background / Impetus

## Purpose for Our 2024 Transformational Leadership Survey



- Back in March of 2024 we sent an email to our Team Tipton distribution list with a survey link that focused on the following question: ***If you could ask for ONE THING to help you most with transformational leadership right now, what would it be?***
- We also asked respondents to rank transformational leadership topics in these three categories:
  1. *Topics for individuals*
  2. *Topics for teams*
  3. *Topics for entire organizations*
- We were astounded by both the number and the thoughtfulness of the responses. By getting out of our own “echo chamber” (you know, where you believe your own stories 100% of the time), the responses to our survey taught us a great deal about what’s most important related to being a more effective transformational leader.
- **We've taken the input and have used it to shape our offerings designed to increase your success in transformational leadership. We call our overall offering our “Transformational Leader Toolkit.”**
- Our toolkit is comprised of two major components (*more specifics later in this document*):
  1. *Transformational Leader Coaching (either on a 1:1 basis, or as part of a cohort)*
  2. *A set of online, self-paced Transformational Leader Learning Modules.*

If you could ask for ONE THING to help you most with transformational leadership right now, what would it be?

Please rank the following **individual** topics in order of your preference (1 = most preferred, 10 = least preferred) (\* required)

<input type="checkbox"/> Raising your level of influence / impact	#
<input type="checkbox"/> Minimizing distractions	#
<input type="checkbox"/> Overcoming self-induced obstacles	#
<input type="checkbox"/> Setting and maintaining boundaries / personal values	#
<input type="checkbox"/> More focus on being a “student of my profession”	#
<input type="checkbox"/> Managing your personal energy	#
<input type="checkbox"/> Effective conflict management / negotiation	#
<input type="checkbox"/> Being more accountable	#
<input type="checkbox"/> Improving self-talk	#
<input type="checkbox"/> Getting and staying motivated	#



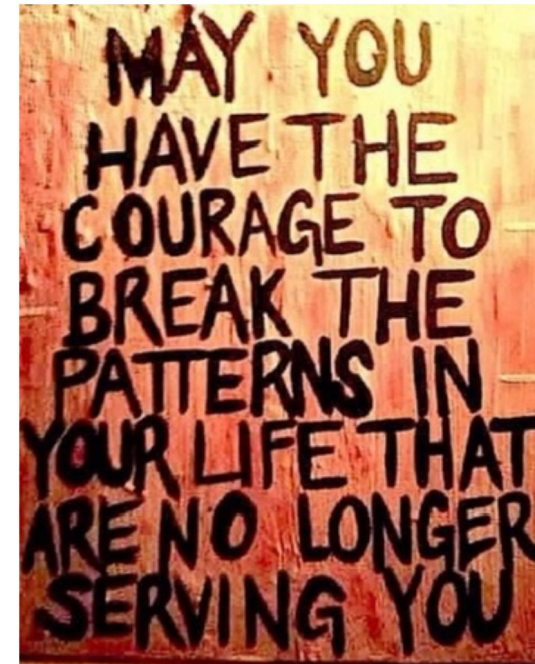
# Summary Observations

## Summary Observations: What Did We Learn from the Survey Responses?



### Success As a Transformational Leader Requires Us To:

- 1. BE GOOD AT CHANGE:** Build momentum for and increase the velocity of change — while at the same time mitigate resistance to change.
- 2. DEVELOP INNOVATIVE SOLUTIONS:** Understand and use successful approaches in navigating challenging environments.
- 3. COMMUNICATE CLEARLY:** Communicate effectively in times of change with empathy and emotional intelligence.
- 4. DEFEND DESIRED CULTURES:** Create and foster environments based upon shared mission, collective vision, collaboration, trust, respect, and psychological safety.
- 5. CREATE ALIGNED TEAMS:** Develop and sustain teams that are aligned around shared purpose, common success criteria, and powerful strategic guidance.
- 6. PRIORITIZE EVERYTHING:** Focus our time and and manage our energy toward things that are most important.



- We really didn't discover anything "earth shattering" from the survey results.
- Instead, we heard about the essential need to move away from only paying attention to reactionary, one-time, short-term tasks.
- We learned it was vital to get good at the "soft skills" of building intentional culture, using empathy, managing our personal energy, creating shared purpose and common vision, as well as finding innovative solutions to difficult situations.



# Survey Results



## 1 Online Survey

- ~2,000 individuals

## Survey Questions

- 3 ranked-choice
- 2 open-ended

## Period

- From: 3/5/2024
- To: 3/22/2024

Background Related to Data Gathering Activities

**Question 1:** *If you could ask for ONE THING to help you most with transformational leadership right now, what would it be?*



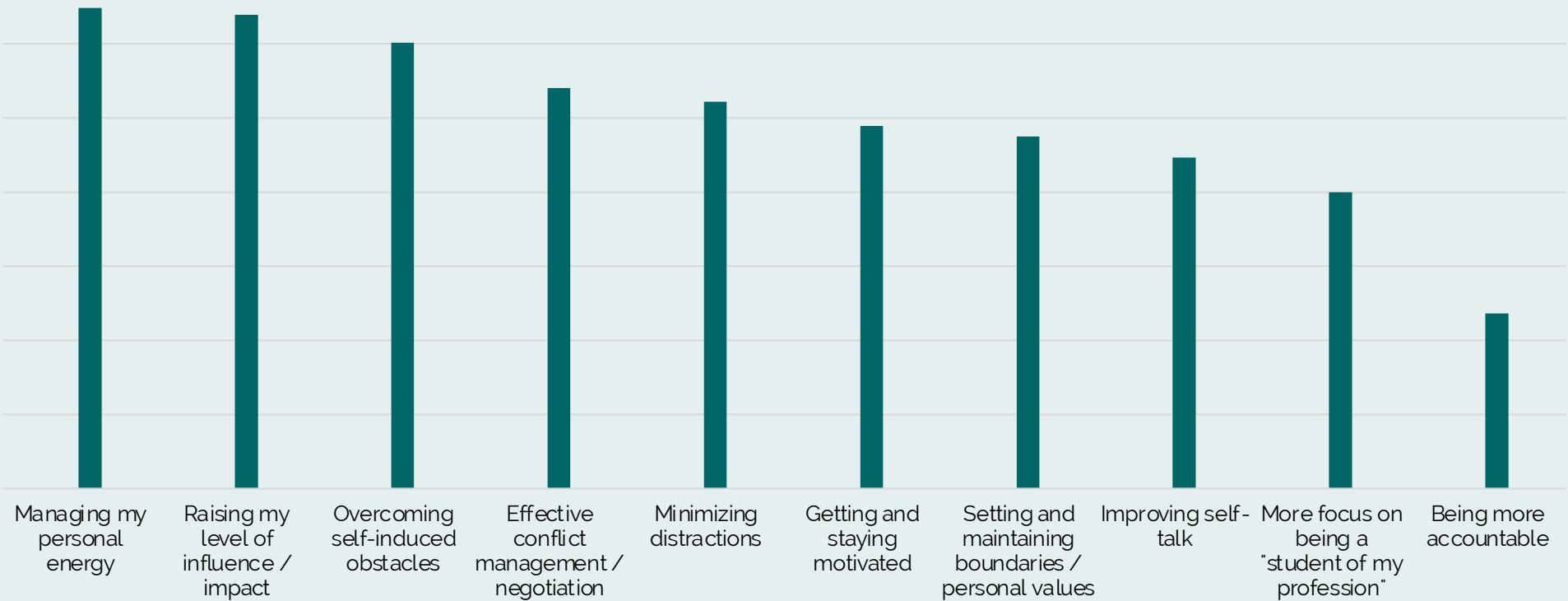
**Summary Categories taken from text-based responses** *(not in any particular order):*

- Developing / Increasing Emotional Intelligence
- Purposeful Relationship Building
- Prioritizing Time for Planning
- Navigating Generational Differences
- Prioritizing Self-Care
- Using Discernment / Critical Thinking Skills
- Effective Communication in Times of Change
- Encouraging Authentic Participation
- Incorporating Innovation on a Regular Basis
- Mitigating Resistance to Change
- Building Momentum for Change
- Living a Common Mission
- Healing Workplace Rifts
- Ensuring Actions Create Desired Outcomes
- Navigating Challenging Environments
- Using Frameworks to Develop Strategy
- How to Focus on Strategic Prioritization
- Addressing the Speed / Velocity of Change



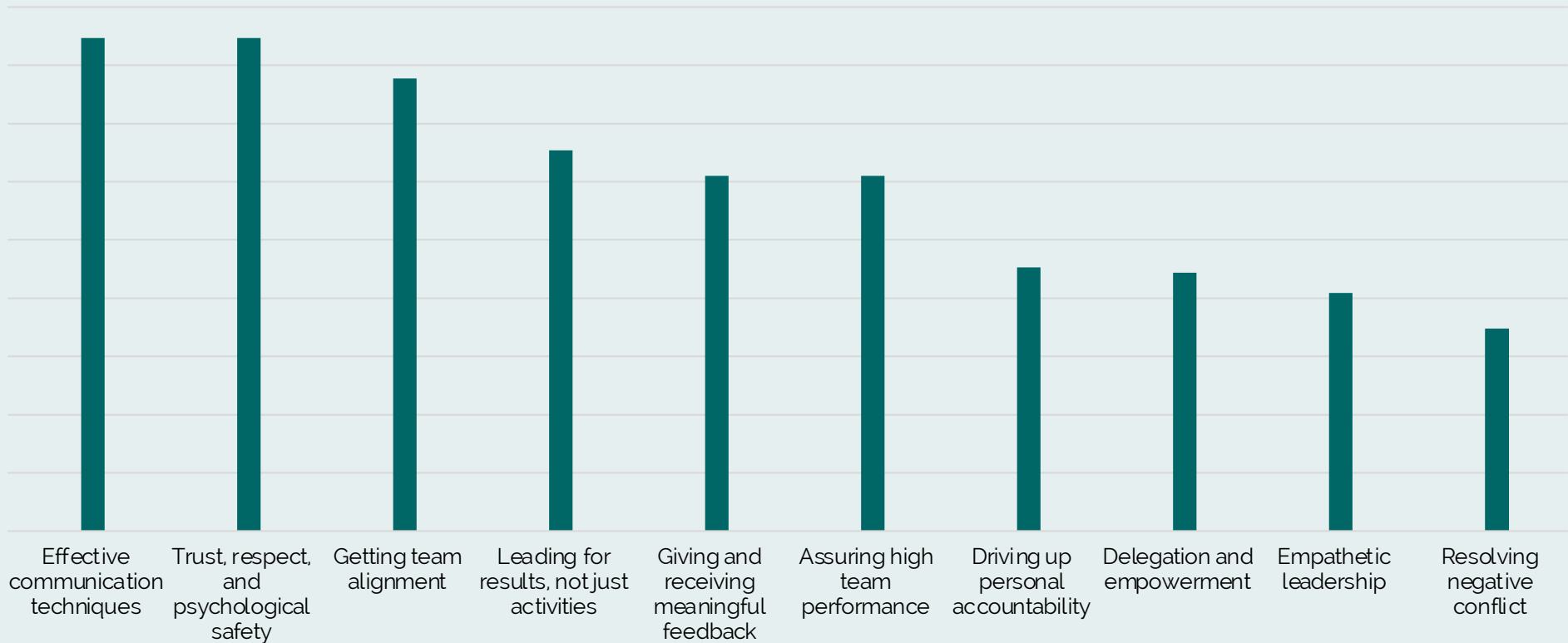
**Question 2: Individual-Related Topic Priorities**

**Rank the Following "Individual Topics" in Order of Your Preference**  
*(the higher the column, the more you prefer the topic)*



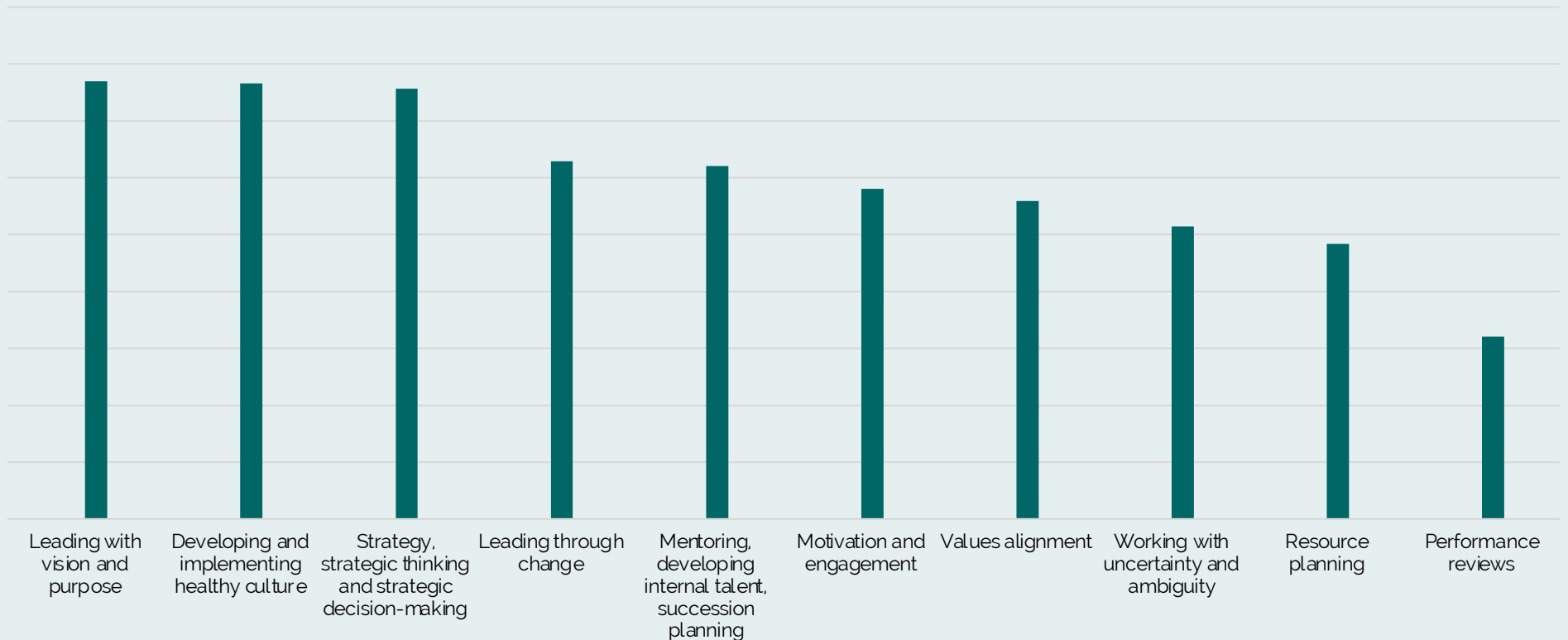
**Question 3: Team-Related Topic Priorities****Rank the Following "Team Topics" in Order of Your Preference**

*(the higher the column, the more you prefer the topic)*



**Question 5: Organization-Related Topic Priorities**

**Rank the Following "Organizational Topics" in Order of Your Preference**  
*(the higher the column, the more you prefer the topic)*



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*Thank you.*

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