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The Relationship Between Transformational Leadership Style and Employees' Perception of Leadership Success in Higher Education

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The findings of this study demonstrated that mentoring had a significant impact on African American males who attended the spiritual mentoring program at Eastern Kentucky University. These findings demonstrated mentoring can play a significant role in the life of a person and encourage growth and balance. Mentoring can bring about positive change and empower those being mentored to discover their identity and spiritual direction.

Manuel, William M. (2017).

***Missional virtues in leadership: Assessing the role of character strengths of Christian social entrepreneurs in creating missional organizations.* Ph.D.I.S., Asbury Theological Seminary.**

In the past few years, social entrepreneurship and the development of faith-based non-profits has grown both in practice and in interest as a missiological activity within Christianity. Studies of the leadership of nonprofit founders typically focus on the traits, skills, and strategies in order to understand the growth of these organizations. The relationship between the character strengths of Christian social entrepreneurs and the growth of their organizations has not been explored in previous studies. This dissertation attempts to bridge that gap by asking the question: What are character strengths that have been influential and beneficial in the leadership needed by Christian social entrepreneurs in starting organizations that lead to stability and growth in mission? The findings of this dissertation are that there are particular and identifiable virtues and character strengths that are possessed by Christian social entrepreneurs which enable them to lead in the growth of the organizations that they have started. This study is accom-

plished through in-depth interviews that focus on critical incidents and areas that illuminate the virtues and character strengths of Christian social entrepreneurs who have positively affected the growth of their organizations, utilizing the theoretical concepts of Positive Organizational Scholarship and Martin Seligman and Christopher Peterson's Classification of Virtues and Character Strengths framework.

Meier, Timothy G. (2017). ***The effect of mentoring on interns in a cross-cultural setting to produce increased missional engagement.* D.Min., Nyack College, Alliance Theological Seminary.**

The purpose of writing *The Effect of Mentoring on Interns in a Cross-Cultural Setting to Produce Increased Missional Engagement* is to examine the relationship between mentoring and mission. This is accomplished through interviewing interns who have served with C&MA/Envision in a cross-cultural setting for a minimum of two months. For a minimum of 45 minutes, 17 interns were interviewed, and the results show a strong correlation between high mentoring and high missional engagement.

Jackson, Tatrabian D. (2016).

***The relationship between transformational leadership style and employees' perception of leadership success in higher education.* D.B.A., Liberty University.**

The problem addressed examined whether two merged academic institutions were successful in implementing a transformational leadership style within the united organization. Successful leadership cannot be limited to the perception of only the leader, but must include the perceptions of the follower as well. The focus of

this study was to investigate the relationship between a transformational leadership style and the employee's perception of leadership success. This research study provides the opportunity to advance the fields of organizational change, management, and academics by examining the success of transformational leadership through the perception of the employees in higher education as it related to the outcomes of leadership. Reviewing and analyzing the degree to which employees' respond to transformational leadership within the literature of other business, industry, and organizations provided the arena to acknowledge the gap in knowledge. All four components of the transformational leadership style: Idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration that a transformational leader possesses and implements effect the expected outcomes of the follower. Transformational leadership style is essential to transforming lives and organizations. Christians and businesspersons alike must understand the principle "as iron sharpens iron." Proverbs (27:17) states that Christians are to build each other up and bring out the best in one another. The findings highlight the potential benefits of the use of transformational leadership as an advancement of humankind and business and industry profits.

Ott, Kenneth R., (2016). *Initiating a missional mindset: The International Leadership Institute's eight core values as impetus for missional living*. D.Min., Asbury Theological Seminary.

For two-thousand years people have been asking, "How do you make a Christian disciple?" Western Christianity has offered innumerable programs and methods in answer to

this question. However, statistics indicate that churches are dying and Christianity in North America is waning, especially in light of the rapid growth currently seen in Asia and Africa. Church growth experts, denominational leaders, and theologians have proposed countless theories to explain the cause for this dichotomy, one of the most recent being that the Western church has abandoned its missional calling. These same authorities insist that "missional churches," "missional leadership," and "missional communities" are the cure for the anemic Christian faith in the West. However, as Jesus demonstrated, discipleship happens best in personal relationships, not through institutions. Yet so little of the missional movement is currently focused on personal discipleship. Could the decline of Western Christianity be a result of a vital, mission-oriented component missing in our individual spiritual lives?

This research project examined the potential of the International Leadership Institute's (ILI) Eight Core Values for initiating a missional mindset and impetus for missional living in the Christian faith. This dissertation offers a qualitative evaluation of the ILI Regional Conference training program and assesses the impact of the Eight Core Values in the lives of those who embrace them. Using the Critical Incident Technique in three phases of data collection, this project identified persons whose Christian beliefs and behaviors had been impacted by embracing the Values as a way of life. While the transformed beliefs and behaviors did not definitively ascribe to the definition of missional living, they demonstrated the potential of the Eight Core Values as a pedagogical construct to introduce a missional mindset in Christ-followers.