

**TITLE** An Analysis of Transformational Leadership Practices:  
Nondenominational Pastors' Self-Perceptions of Leadership  
Practices

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**OBJECTIVE** The purpose of this research was to examine if a difference existed between (a) non-denominational senior pastors' self-perceived leadership practices, (b) nondenominational senior pastors' self-perceived leadership practices of model the way and enable others to act that may influence subordinates to become leaders in nondenominational churches in Alabama, and (c) the self-perceived leadership practices of challenge the process encourage the heart that may influence subordinates to remain leaders in nondenominational churches in Alabama.

#### **METHODOLOGY**

The target sample population was 141 nondenominational senior pastors in the state of Alabama randomly selected; and 22 chose to participate (16% response rate). Respondents completed the Leadership Practices Inventory.

#### **KEY FINDINGS**

The most frequently used leadership practice was Enable, followed by Model and Encourage, and Inspire and Challenge, and the average scores were at the moderate-to-high end of the rating scale. Paired sample *t*-tests were conducted to assess the level of difference between the five leadership practices. Significant differences were found for Challenge with Model, Enable, and Encourage, and not for any other pairs.

The author concludes,

The conclusions from the study are that transformational leadership practices are significant factors to the nondenominational senior pastors' success. As noted by Kouzes and Posner (2007), the leadership behaviors are predictors of beneficial after effects. The benefits are an improved level of the subordinate leaders' decision to become and remain leaders in secular or religious organizations. The practices of leadership are predictors of recruiting and retaining church leadership outcome, which are measurable. The result of the current study indicates that successful churches create a leadership development training process. The development of effective leadership includes evaluation, mentoring, and training programs. The results of the current study indicated (a) possible solution to

solving succession planning, (b) possible strategies for developing and empowering current and emerging leaders through leadership development, and (c) recommendations those senior pastoral leaders might demonstrate using leadership practices that reinforce followers' commitment to becoming leaders and remaining leaders in the organization (pp. 76-77).