

An Interrogation of the Factors that Hinder Municipal Leaders from Becoming Transformational Leaders

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Abstract

In municipal governance, the potential for transformational leadership is often stifled by various factors that hinder local leaders from embracing innovative practices and driving meaningful change. This article delves into the key obstacles that impede municipal leaders from evolving into transformational figures who can inspire their communities and foster progressive development hence examined the factors that hinder municipal leaders from becoming transformational leaders with special reference to the City of Harare. The study focused on local authorities due to their impact on the social, economic and political development of the country as they provide core service at a local level. The study population was made up of five hundred (500) people in Council leadership positions and a sample of 60 participants was drawn. The findings revealed that autocratic leadership was the most used leadership style. Factors that hinder municipal, leaders to become transformational leaders brought about by the finding included lack of knowledge and qualifications, corruption, bureaucracy, economic challenges, politics at the expense of service delivery and silo mentality. It was recommended to take a leaf from the Eagle Intelligent Transformation Strategy and propose Muguti's Diamond Transformational Leadership Model. A functional organizational culture is called for where Ubuntu is practiced.

Keywords: Leaders, Municipal Leaders, Transformational Leadership, Local Authorities