

LEADER GROUP TYPE 1

PRIDES OF LIONS

Characterized by

- actively working together towards a shared goal,
- having a strong leader,
- who doesn't engage actively in the work of the group.

Lions are operationally efficient as they have freedom to self-organize, but they usually don't feel significant incentive to make ambitious changes.

Strengths

- ☑ The group is used to collaborate on tasks.
- ☑ It is clear who is responsible for setting goals and constraints: it is the leader of group (clear mandate).
- ☑ Operational decisions and decisions about ways of working can be made by the group.

Opportunities

- The group can quickly step-change the efficiency of their collaboration.
- The leader is able to pivot (leader change the direction), should the team face changes in the environment.
- The group can decide to improve collaboration and work as a true team, without asking the leader.

Weaknesses

- ☒ The absence can make goals and constraints appear unclear.
- ☒ The leader's absence can affect the group's motivation for the shared goals negatively.

Threats

- ⚡ Incentive for the group to "work as a true team" can be low as the leader is distant (can be interpreted as uninvested and if the leader is prioritizing it, neither will the group).

LEVERS AND BARRIERS FOR FELLOW LEADERSHIP

Resistance. THIS MIGHT HOLD YOU BACK.

Your fellow leaders, who enjoy being left alone with the freedom they have. Your leader, who does not want to become more involved in the group's work.

Allies. THEY MIGHT HELP YOU.

Your fellow leaders, who wants to use the freedom to organize in a way that provides even better leadership & team spirit. Your leader, who wants the group to deliver even better results or sees the need to make significant strategic changes.