

LEADER GROUP TYPE 2

PACKS OF WOLVES

Characterized by

- actively working together towards a shared goal,
- having a strong leader,
- who engages actively in the work of the group.

Wolves are tightly knit groups who work closely together and have a clear direction, but they can feel apathy as the leader is involved in all decisions.

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).
- ☑ The leader's engagement positively affects the group's motivation to achieve the shared goals.

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 incentive to "working as a team" towards a shared goal can be high, as the leader explicitly prioritizes the work (if the leader prioritizes, so will the group).

Weaknesses

- ☒ The leader is a 'playing trainer', and can become a bottle neck for decisions, reducing the quality and speed of decision-making.
- ☒ The leader's close engagement reduces the group's freedom to make decisions about the way they work.

Threats

- Decisions to improve collaboration and change the way the team works is depending on the leader's approval and accept (can reduce the group's feeling of ownership of ways of working and increase apathy).

LEVERS AND BARRIERS FOR FELLOW LEADERSHIP

Resistance. THIS MIGHT HOLD YOU BACK.

Your fellow leaders, who do not feel ownership for your performance and expect the leader to set the direction in all aspects ("victim role"). Your leader, who prefers to remain at the center.

Allies. THEY MIGHT HELP YOU.

Your fellow leaders, who wants to take responsibility for your team's performance and put their competencies more into play. Your leader, who wants to stop being the bottle neck for decisions ("the person with all the answers") and wants better performance from the team.