LEADER GROUP TYPE 4

CLOWDERS OF CATS

Characterized by
- not actively working together towards any shared goal, but
- having a strong leader,
- who does not engage actively with the group.

Cats are lone riders and mostly free to organize as they please if they meet overall targets set by their leader, while they do not leverage their peers' knowledge or synergies of sharing and delegating work.

Strengths

☑ 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.
☑ Individuals can excel in their work and stand out.

Opportunities

↗ The group can gain a better individual workload by increasing 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 group is not used to collaborate on tasks.
☒ When a team member is struggling, help can be hard to find.
☒ The absence can make goals and constraints appear unclear.
☒ The leader's absence can reduce the group's motivation for achieving the goals set by the leader.

Threats

↘ The performance of the group can be sub-optimal as synergies from the different competencies in the group are not harvested.
↘ 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 and wants to continue to shine individually. 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 reduce the amount of "re-inventing the wheel" and duplication of work. 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.