

## LEADER GROUP TYPE 5

## TROOPS OF FISH

**Characterized by**

- not having a visible and strong leader, and
- often changing direction.

**Fish co-exist well with their peers and help each other out, but they lack a long-term, ambitious goal and their collaboration is depending on their individual willingness.**

**Strengths**

- ☑ Operational decisions and decisions about ways of working can be made by the group.
- ☑ The individuals have a high degree of freedom to organize their way of working.
- ☑ Individuals can excel in their work and stand out.
- ☑ The group is used to orient towards each other, share knowledge and help each other out.
- ☑ Individuals can stand out.

**Opportunities**

- The group can decide to improve collaboration and work as a true team, without asking the leader.
- There is often a high degree of innovation and creative, individual initiatives.
- The willingness to orient towards each other can be translated into a long-term shared goal and a desire to collaborate more to perform better.

**Weaknesses**

- ☒ The leader's absence can negatively affect the group's ability to make decisions that involve larger changes or investments.
- ☒ It can be difficult for the individuals to excel as the goals changes and constraints are unclear.

**Threats**

- Sub-optimization (not working on what is best for the organization as a whole) is a risk.
- Significant strategic changes (pivots) are not likely to happen.
- 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 a clear direction or to reduce the amount of "re-inventing the wheel" and duplication of work. Your leader, who wants to optimize the group's performance.