

LEADER GROUP TYPE 6

# TEAMS OF GEESE

**Characterized by**

- not having a visible and strong leader, and
- not working actively together, but
- committing to a long-term direction.

Geese have a strong sense of direction and work hard to get to their destination. They travel together and help each other out but are ultimately individually responsible for their success.

**Strengths**

- ☑ The long-term objective is clear and enables everyone to contribute.
- ☑ 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.

**Opportunities**

- The group can gain a better individual workload by increasing collaboration.
- 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 clear direction can be translated into shared goals and a desire to collaborate more to perform better.

**Weaknesses**

- ☒ The group is not used to collaborate on tasks.
- ☒ When a team member is struggling, help can be hard to find.
- ☒ The leader's absence can negatively affect the group's ability to make decisions that involve larger changes or investments.

**Threats**

- The performance of the group can be sub-optimal as synergies from the different competencies in the group are not harvested.
- 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).
- The group can struggle with competitiveness.

## LEVERS AND BARRIERS FOR FELLOW LEADERSHIP

**Resistance.** THIS MIGHT HOLD YOU BACK.

Your fellow leaders, who believe the strongest survives and that success is an individual responsibility. Your leader, who does not want to become more involved in the group's work.

**Allies.** THEY MIGHT HELP YOU.

Your fellow leaders, who sees collaboration as a better route to achieving the long-term goal. Your leader, who wants to optimize the group's performance and leave no person behind.