

LEADER GROUP TYPE 8

BLOOMS OF JELLY FISH

Characterized by

- not having a visible and strong leader, and
- not committing to a shared goal, and
- not working together.

Jelly fish co-exist in the same space and are affected by the same currents, and there is little to nothing that keeps them together, but each individual has a high degree of freedom to prosper and shine.

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.

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.

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.
- ☒ It is difficult for the group to excel as goals and constraints are unclear.

Threats

- The performance of the group can be sub-optimal as synergies from the different competencies in the group are not harvested."
- 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 and the shared goal is unclear."

LEVERS AND BARRIERS FOR FELLOW LEADERSHIP

Resistance. THIS MIGHT HOLD YOU BACK.

Your fellow leaders, who are happy with the high degree of freedom they have and does not see the need for collaboration or ambitious goal. Your leader, who is not interested in becoming 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 or wants to make a strategic change.