

LEADER GROUP TYPE 9

# ARMIES OF ANTS

**Characterized by**

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

Ants are organized collaborators, who succeed because of their informal hierarchies and strong focus on the good of the community, but they also struggle with becoming innovative and getting individual recognition.

### Strengths

- ☑ The group is used to collaborate on tasks.
- ☑ 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.

### Opportunities

- The group can quickly step-change the efficiency of their collaboration.
- The group can decide to improve collaboration and work as a true team, without asking the leader.
- Commitment to the group and shared goals can be a strong driver for a decision to “work as a true team”.

### Weaknesses

- ☒ The leader’s absence can negatively affect the group’s ability to make decisions that involve larger changes or investments.
- ☒ There are often informal hierarchies.
- ☒ The individuals can find it difficult to excel in their work, standing out or being overshadowed by the group’s other members.

### Threats

- 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).
- There can be a lack of innovation and individual motivation/initiative.

## LEVERS AND BARRIERS FOR FELLOW LEADERSHIP

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

Your fellow leaders, who are happy with the way things are and does not see the need for innovation and modernization. Your leader, who is not interested in becoming more involved in the group’s work.

**Allies.** THEY MIGHT HELP YOU.

Your fellow leaders, who sees the potential in better collaboration or feel unappreciated or undervalued. Your leader, who wants to optimize the group’s performance or wants to make a strategic change.