

## Types of Leadership

Team Leadership

## What is a Team?

A team is a type of organizational group that is composed of members who are interdependent, who share common goals, and who must coordinate their activities to accomplish these goals.



## Characteristics of a Team

- greater productivity,
- more effective use of resources,
- better decisions and problem solving,
- better-quality products and services, and
- greater innovation and creativity

## Team Leadership Characteristics

Shared or Distributed Leadership shared leadership among team members (team captain perhaps?)

**“Distributed leadership involves the sharing of influence by team members. Team members step forward when situations warrant, providing the leadership necessary, and then step back to allow others to lead.” (Northouse, 365)**



## Risks

- What risks are involved in shared leadership? Discuss with your groups, be prepared to share.

## Trust

- Building trust with a team is the foundation to which team leadership is built.

### Team Leadership Model

- The leader’s job is to monitor the team and then take whatever action is necessary to ensure team effectiveness.
- Specific actions can be taken by the leader to improve team effectiveness

### Team Leadership

- In order to be a successful team leader, the leader must develop a positive team culture or spirit and be able to motivate individual team members and the team as a whole. (Laffin, 2017)

### How?

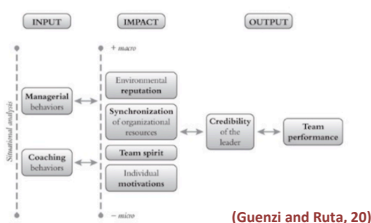
- Building of positive interpersonal relationships with individual team members and in doing so, the leader will cause the team to demonstrate positive team characteristics that signify team excellence. (Laffin, 2017)

### Characteristics of a Successful Team

- (1) Clear and elevating goal
- (2) Results driven structure
- (3) Competent team members
- (4) Unified commitment
- (5) Collaborative climate
- (6) Standards of excellence
- (7) External support and recognition
- (8) Principled leadership (Larson and LaFasto’s 365)

### Team Leadership Model

Figure 1: A New Model of Team Leadership



What stands out for you here? Is there anything that shocks you? What do you think is the most challenging aspect of this model for team leadership?

### Collective vs. Self - Efficacy

- What is Self – Efficacy?
- What is Collective – Efficacy?
- How do you feel these are important in team leadership?