

Leadership and Group Management

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What are the phases of group development?

- Centralized/Consensus/Decentralized Decision Making
- Degree of Interaction
- Degree of Innovation/Risk
- Team Growth vs Stability

Who makes decisions?

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1. Leader makes all the decisions
2. Team comes to a consensus
3. Individuals make decisions
4. Corporate/Organizational Policy
5. Corporate/Organizational Strategy/Goals

When does each make sense?

How involved is the leader?

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1. Leader only provides the direction (leads from the back)
2. Leader highly involved (leads from the front)

When does each make sense?

How risk averse is the leader?

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1. Innovative and risky
2. Conservative and predictable

When does each make sense?

How much focus is placed on team growth?

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1. Increased team growth and limited productivity
2. Increased productivity and limited team growth

When does each make sense?

Where on these spectra do you feel most comfortable leader or being led?