



ACTION CENTERED LEADERSHIP

Balancing tasks, teams and individuals



By Soufiane El Alaoui

ACTION CENTERED LEADERSHIP

THE PIONEERING MODEL OF LEADERSHIP

The Action-Centered Leadership Model created by John Adair is a practical approach to effective leadership. It is based on the idea that **successful leadership** requires three underlying components: **task, team, and individual**. This model encourages leaders to focus on each of these aspects in order to achieve the best possible outcomes.

The model emphasizes the need for leaders to take a holistic approach to their responsibilities. It places equal emphasis on **tasks, team dynamics, and individual development**. By focusing on all three components, leaders can ensure that they are working towards a common goal and that everyone in the team is able to reach their full potential.

In fact, these **3 areas of focus are interdependent**. If an individual is unhappy and resentful, he's likely to not be as productive, hence likely to miss deadlines for instance in addition to impacting the team's morale and driving their output's quality lower. In the same way, you can do a great job at developing each member individually while neglecting what could make a good team, so there's a lack of communication or collaboration among the team which often time has a negative impact on their deliverables.

So the role of a good leader is to **achieve balance across these 3 areas of responsibility**, which can be quite difficult to manage in environments where there's a heavy focus on productivity or sales targets for instance.



"Leadership is not a position or a title, it is action and example."

Donald McGannon

The following ebook will bring perspective into those three areas to help you with the elements you should take into consideration.

ACTION CENTERED LEADERSHIP

THREE DIMENSIONS, ONE FOCUS

Achieving the Task

- Define the objectives: Identify and define your team's tasks and priorities, communicate them clearly
- Planning and controlling their execution: define deadlines, deliverables, ways to measure them, reporting standards...
- Allocating resources: provide appropriate tools, processes
- Monitoring: evaluate performance, review progress

Building the Team

- Creating a sense of belonging and cohesion: Encourage team building, create regular team rituals to cement achievements, identify the team's culture and working style
- Maintaining discipline: Set group behavior and performance standards
- Managing relationships: Monitor team relationships, manage conflicts with assertiveness
- Communicating: make sure team members have the skills, training, give feedback on performance, facilitate effective communication

Developing Individuals

- Role Clarity: Clearly define roles and tasks for each team member
- Personal Assessment: Allocate time for assessment to identify strengths, weaknesses, and needs
- Encouragement: Create challenges for each individual, Encourage quieter team members and control more enthusiastic ones
- Coaching & Support: Empower team members, Offer coaching, support, and regular constructive feedback
- Recognition and Reward: Praise and reward individuals for their contributions