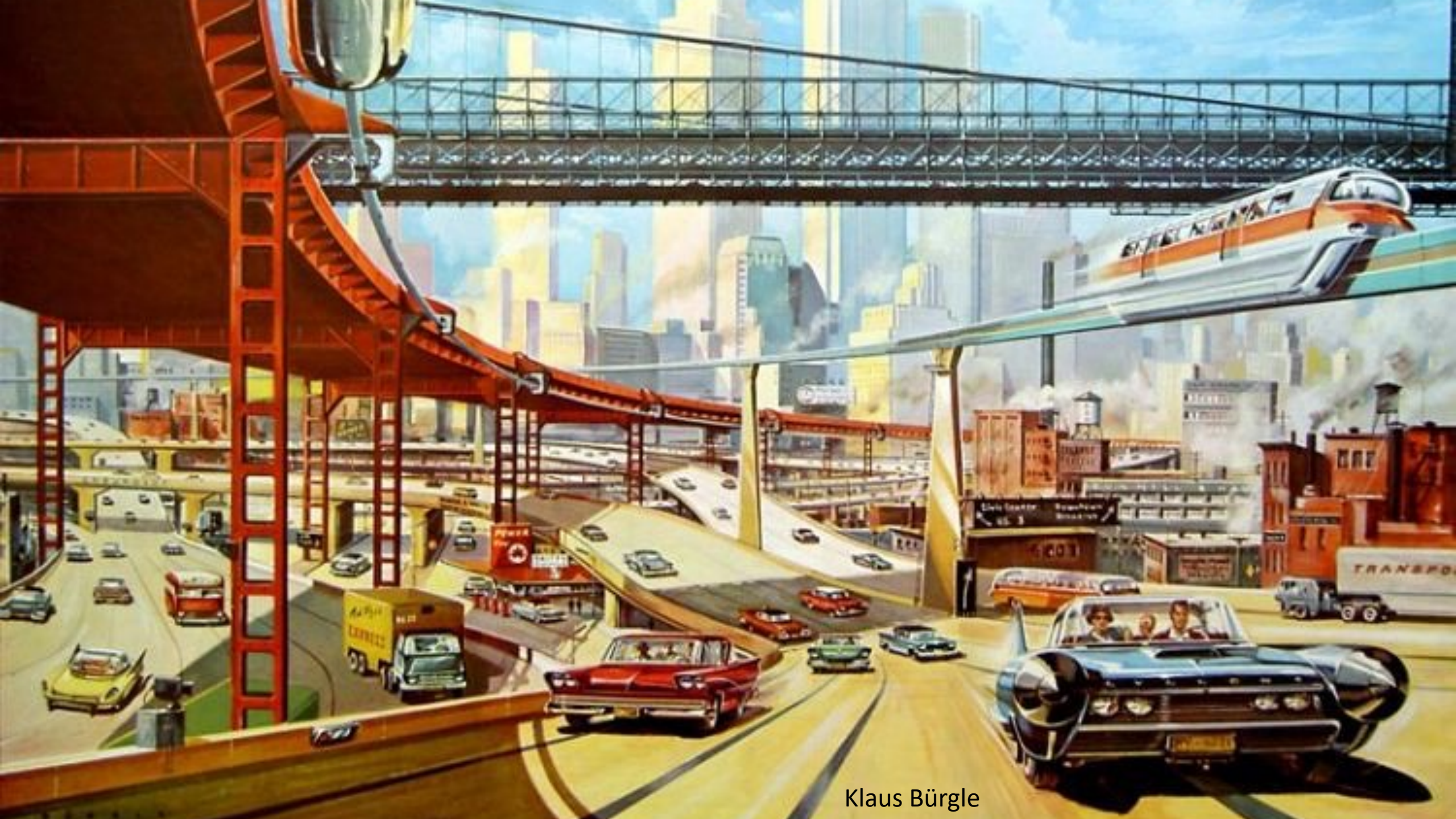


Leading the self-managing team



Join the research

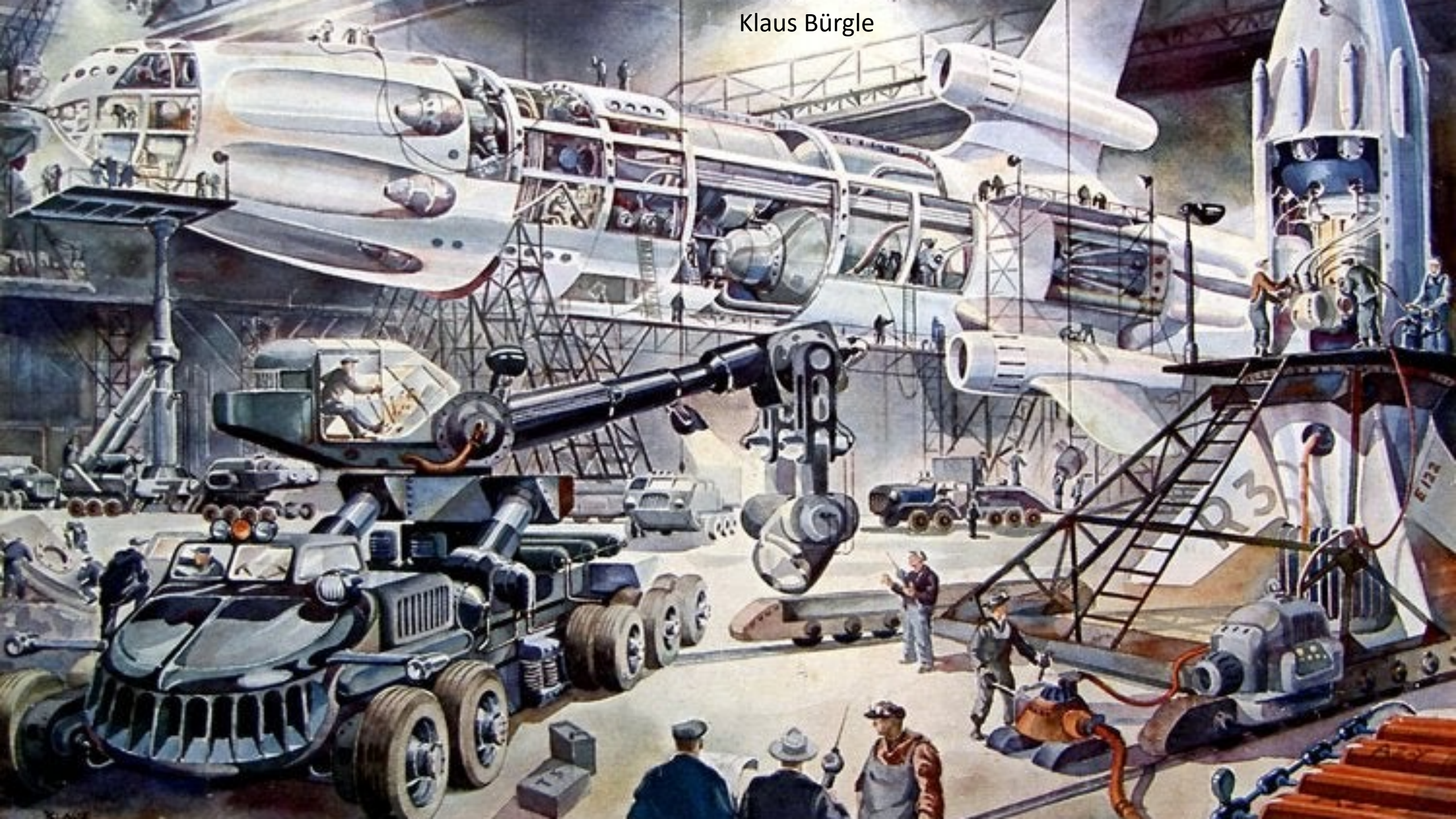




Klaus Bürge

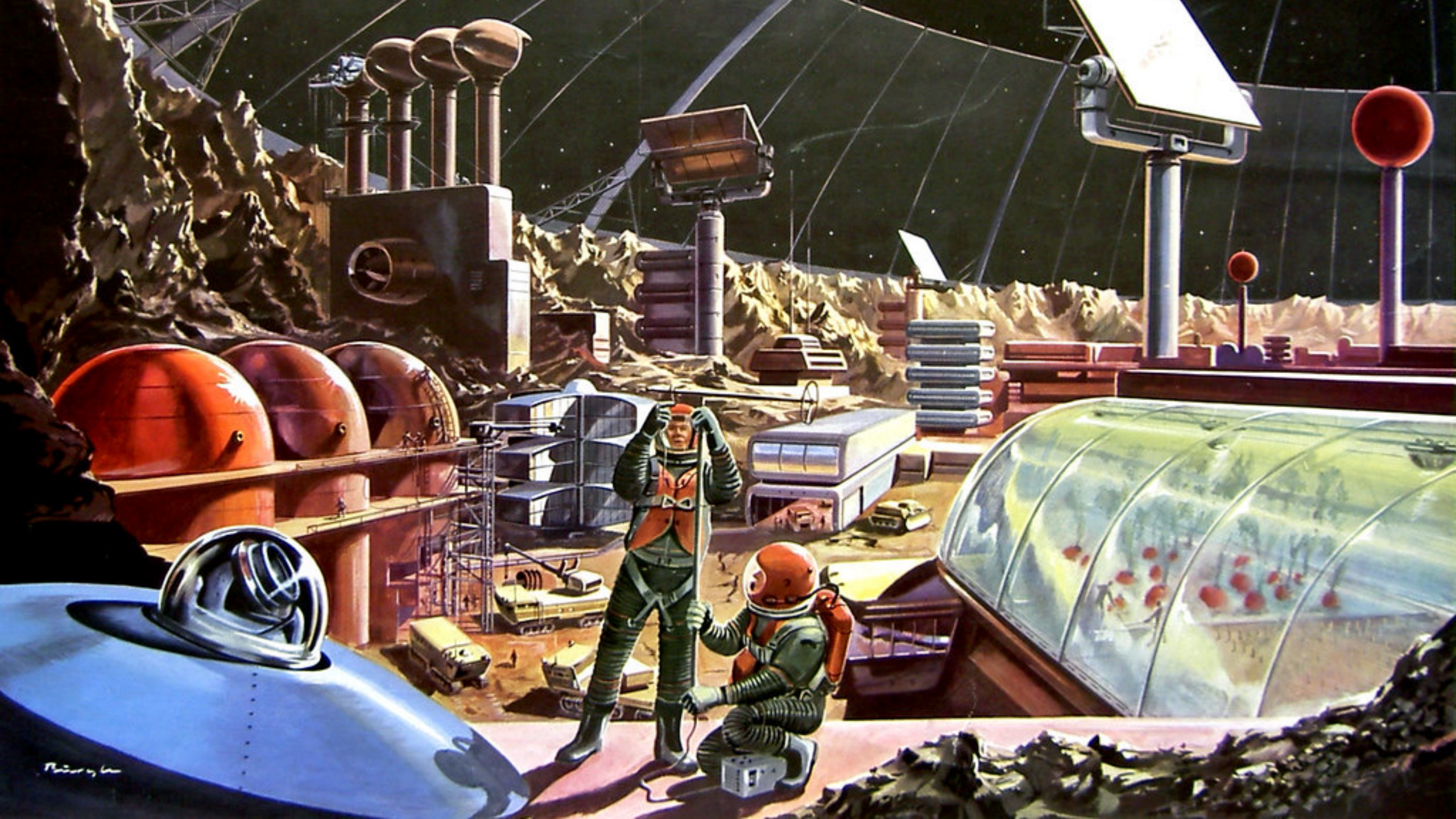


Klaus Bürge



HAL 9000





Reynolds

Leading the self-managing team

Shared leadership



Join the research



Shared leadership

LEADERSHIP is when someone is influencing the team to make things better for the team.

Why share
leadership?

Because it's the 21st Century!

Why share
leadership?

Performance!

Teams that share leadership
have **better performance** than
those that do not.

Why share
leadership?

It's not just about performance!

Teams that share leadership also...

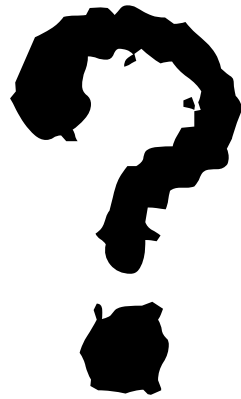
More innovation behaviours and creativity

Greater knowledge and information sharing

Think their work is less complex

Decrease Groupthink and Abilene paradox

How to share
leadership?



How to share
leadership?

Autonomy

How to share
leadership?

Autonomy

Does your team have the freedom to order its work?

Do you have the freedom to decide what to work on?

Can you team make important decisions on how to work?

15% solution...

Where do you have discretion and freedom to act?

What can you do without more resources or authority?

How to share
leadership?

Shared Goals

How to share
leadership?

Shared Goals

Spend time discussing the team's purpose, goals, and external expectations

Discuss the team's main tasks and objectives to ensure that everyone understands what needs to be done and why this needs to be done

Collaboratively develop plans that allow for meeting our team's goals.

How to share
leadership?

Social Support

How to share
leadership?

Social Support

Do your team members talk enthusiastically
about the team's progress?

Do you recognize each other's accomplishments
and hard work?

Do you give encouragement to team members who
seem frustrated?

How to share
leadership?

Voice

How to share
leadership?

Voice

Speak up to test assumptions about issues under discussion.

Ensure everyone has a real say in how this team carries out its work.

Make sure everyone on the team has a chance to participate and provide input.

How to share
leadership?

Coaching

How to share
leadership?

Coaching

Autonomy

Shared goals

Social support

Voice

Sharing leadership

So you work in
a hierarchy...

Empowering
Leadership

So you work in
a hierarchy...

Empowering Leadership

Initiate tasks

Set goals

Learn new things

Assume responsibilities

Coordinate and collaborate with
each other

Leading the self-managing team



Shared leadership

Autonomy

Shared Goals

Social Support

Voice

Coaching

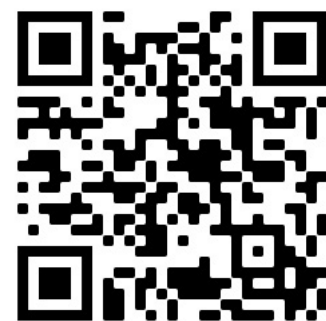
Empowering Leadership

Help us learn



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

Join the research



Leading the self-managing team



Join the research

