

The leadership dialogue – What can it tell us about teams and their leaders?

Team cohesion:

Team cohesion is important because it tells us how well a group holds together. This gives us a strong indication of how crisis resistant a team is – how well the team will be able to deal with stress and difficult times. In assessing cohesion, looking at the level of trust, respect, humor, empathy (ability/willingness to understand the position of the others), involvement and congruency of views is important. All of these aspects give information about the quality of the relationships. In the long run, it is the relationships that determine whether or not individuals will go the extra mile, and whether they will be able to stick to it even when times get tough.

Ability to innovate:

The ability to innovate – both create and deal with change - is an important aspect in today's volatile business environment. Markets change, organizations change, teams change. How well an individual team can not only survive, but also thrive in change is an indication of flexibility and thinking out of the box. When assessing the ability to innovate and thrive in or even drive change, aspects such as power distance, creativity in the discussion and presentation, the level of introspection, openness, and proactivity in the final goal formulation are significant.

Leadership:

The ability of the leader to lead a team is reflected in the team itself, so by assessing the team, we also learn much about the leadership skills of the leader. The longer a leader has been with a team, the greater his/her influence will be. In addition to the team observations, the congruency of perspectives, the leader's empathy, openness, ability to accept constructive feedback, quality of questions/dialogue, ability to formulate goals and general level and quality of interaction with the team are all noteworthy observations.

The Leadership Dialogue – an instrument for the development of sustainable leaders and teams.

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