

# Team Leadership Style

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**The Team Leadership Model:** Leaders that adopt this model favor working in collaborative groups to accomplish a common goal. This model was designed to support leaders in diagnosing problems at the “team level” by providing tools for problem solving.

**Hill’s Model for Team Leadership:** According to Hill’s Model, the role of a leader is to facilitate group collaboration and ensure its effectiveness. This model is comprised of the following key concepts: Leadership Decisions, Internal Leadership Actions, External Leadership Actions and Team Effectiveness.

**McGrath’s Critical Leadership Functions:** McGrath describes the leadership functions in terms of internal and external factors that impact group effectiveness, as well as, monitoring versus taking action.

## **Characteristics of Successful Teams**

- Goals should be clear and concise
- Structures should be designed to meet the needs of the team
- Team members should be competent with both interpersonal and teamwork skills
- A sense of unity should be established
- A spirit of collaboration should be present
- Standards of excellence should be established
- All team members should receive recognition
- Effective leaders are committed to the team goals and support their autonomy

STRENGTHS	CRITICISMS	APPLICATIONS
Designed to support organizational work groups	The framework only lists some of the skills needed to employ decision making	Leaders can apply the strategies by applying the framework
Establishes clear guidelines for effectiveness	The framework doesn’t provide on the spot answers	Surveys can be used to assess the team’s effectiveness

## **Leadership Instrument:**

Team Excellence and Collaborative Team Leader Questionnaire

## **References:**

Northouse, P. G. (2013). *Leadership: Theory and practice*. (6<sup>th</sup> ed.). Thousand Oaks, California: Sage Publishing.