**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.

**McGraths’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

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| **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.* (6th ed.). Thousand Oaks, California: Sage Publishing.