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TEAM REPORT

team

Management style QUICK

TARGET GROUP FOR TEAM OUTPUT

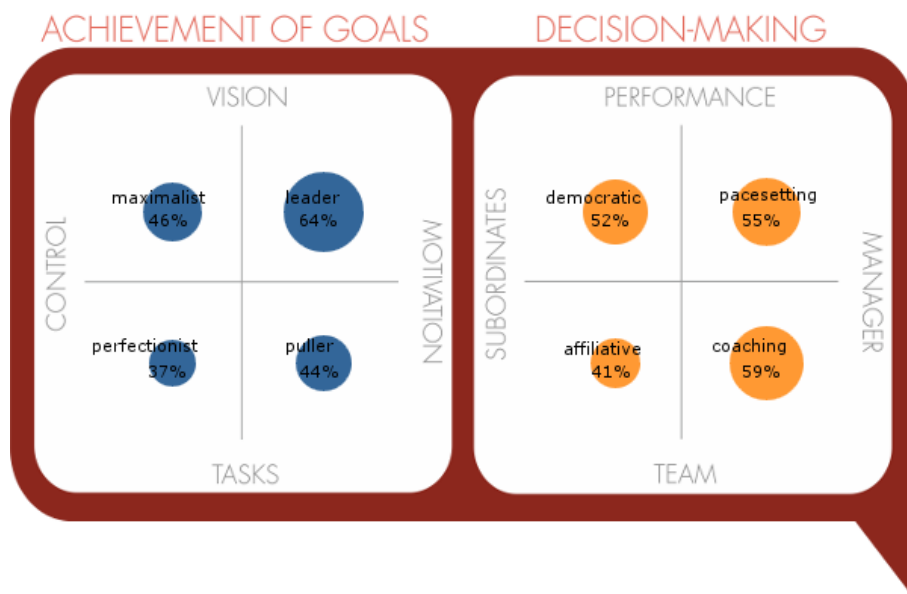
GROUP MEMBERS:

- bill.smith@example.com (Bill Smith)
- jeremy.johnson@example.com (Jeremy Johnson)
- john.doe@example.com (John Doe)
- mandy@example.com (Mandy Moon)

PEOPLE LABELLED AS MANAGERS:

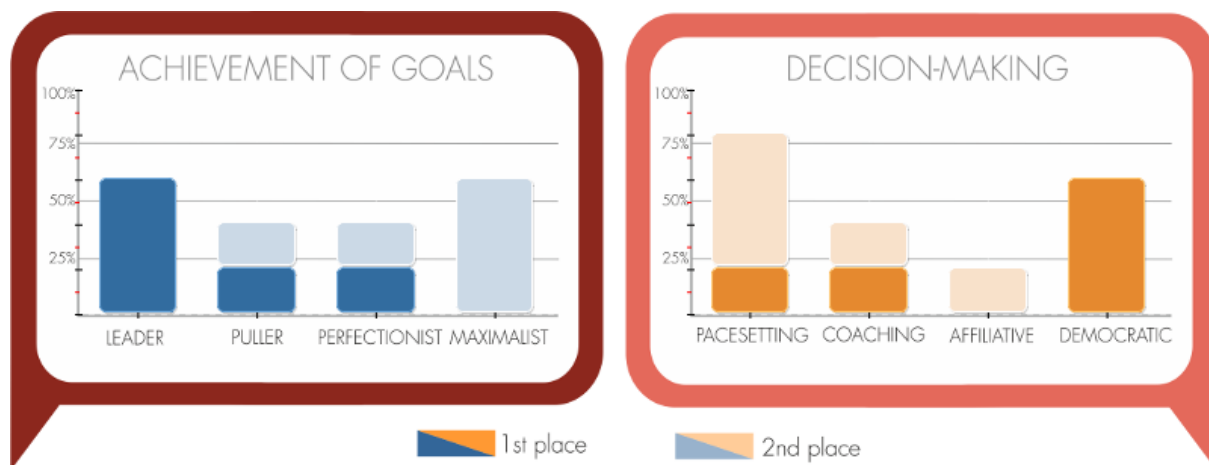
- susan.black@example.com (Susan Black)

TEAM PROFILE



The results are charted as percentiles

THE MOST PREFERRED MANAGERIAL STYLE IN THE TEAM



Note: The chart shows the representation of managerial styles preferred in the 1st and 2nd places of individual team participants.

DESCRIPTION OF THE MOST PREFERRED MANAGEMENT STYLE

LEADER - COACHING (61.48%)

The preferred management style is characteristic of the ability to lead and progress towards a strategy and vision. The coaching leader lays a lot of emphasis on the abilities of their subordinated employees; they actively develop them, share their experiences and knowledge with them. Such person has typically a lot of professional authority, is able to lead by example and instil in others enthusiasm and passion for the common goal. Such person has a clear idea of what is right and tries to pass it on to the team. Such person spends time with the team members, helps them readily with advice but also coaches their skills and shadows them in practice. The coaching leader tends to be very successful everywhere where specific knowledge, expertise and skills are called for. Their team usually excels over others. At the same time, such person knows how to present a clear vision to others even when the skills of the team members equal their own. They focus on career planning; they usually like to cooperate closely with HR specialists and managers. They care about inner motivation and the level of motivation of subordinated employees; they are aware of the others' key role in the success of the whole company. The coaching leader tends to be more successful in those companies where they have enough time to spend with the team. They regard expertise as important. The risk is a transfer to another position, where such person cannot rely on their expertise. This may lead to their enthusiasm falling fallow – such person will find it hard to adopt another management style and would not integrate with the team.

ADVANTAGES

- visionary, ability to inspire passion in others, power of persuasion, use of inner motivation, focus on priorities
- development of subordinated employees, passing on experience, support and assistance to the team

POTENTIAL RISKS

- vagueness, aversion to taking control, impracticality
- lacking action in achieving objectives

DEVELOPMENT SUGGESTIONS

- emphasis on quality and accuracy, consistent control, giving immediate feedback, specific and detailed description of tasks and procedures
- orientation on results, supporting teamwork, delegation of authority, giving space to joint decisions