



GENERATIVE TEAM LEADERSHIP



The covid-19 pandemic changed the world – leading to greater uncertainty and a state of **precarity (or precariousness)** for many employees leading to...

- failing engagement
- attrition
- burnout



Squadify data reveals that teams that thrived in the face of these challenges did so by embracing a new kind of leadership

Generative Team Leadership

Generative Team Leadership was defined by Kathleen Curran and Randal J Thompson at the Institute of Social Innovation, Fielding Graduate University US.

They identify four igniting forces which drive behaviour in this leadership style:

HOPE

A future focus which enables a team to raise their eyes to the future vision, setting clear goals and prioritising to maximise outcomes

CARE

Accountability of each member of the team to each-other and to the team's goals

LOVE

Genuine commitment to success for everyone leads to genuine curiosity, allowing powerful innovation and forging relationships that allow challenge and support

INTENT

The orientation to action, connecting vision, accountability and relationships to get stuff done together

RESEARCH shows that... **TEAMS**

that used Squadify through the pandemic

- Took a collective perspective and coached each-other
- Took ownership of team rhythms and routines
- Improved communication, especially straight talking
- Placed the squad interests above their own

...this led to the scores for team happiness at work to rise from 30th to 6th

HAPPY TEAMS PERFORM

Matt Phelan's research at the Happiness Index tells us that happiness is a team sport.

- **Relationships** are the No.1 driver of happiness
- Happiness is the key catalyst of **performance**

Generative Team Leadership offers a new way of collective thriving by empowering leaders and their teams to create a shared vision, double down on relationships and drive to action. Squadify gives teams the data, inspires the dialogues and laser focuses team development to leverage this new leadership style to increase happiness and accelerate performance.

www.squadify.net

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An interesting outcome was that the scores for team **happiness at work** rose from 30th ranked to 6th



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