

Project 1: Leadership Group Project (Northouse)

Principles of Educational Technology Leadership (EDTC 802) Summer 2020 Dr. Carnahan Group number 8 Topic: Team Leadership. Team: Gerry Arias, Sedar F. Pougaza

Leadership is defined as a process whereby an individual influences a group of individuals to achieve a common goal (Northouse, 2018). It is about doing the right things. Following Northouse, there is a different time frame with a view from year to year about leadership theory. The early ideas of ideas of leadership started at the time of expansion and industrial revolution with the identification of a leader as great individual. Historically, the theories surrounding leaders and leadership have evolved and changed with each era (Fedynich & Hunt, 2019). Team leadership is one of the theoretical models in leadership. There are several team leadership models. However, the Hill Model for team leadership is one of the best-known ones because it claims that the leader has to monitor the team and then take whatever action is necessary to ensure team effectiveness (Northouse, 2018). How can the team leadership model be described? How does the team leadership model work? What are the strengths, criticisms and some application of the team leadership model?

Description of the team leadership model: Shared or Distributed Leadership, Common Goals, Coordination of activities to accomplish goals and working collectively to achieve goals. Examples: Senior executive teams, project management teams, task forces, work units, quality teams, and improvement teams.

How does the team leadership model work? The team leadership engages in the leader mediation process. Deciding which option is most appropriate for the team monitoring or taking actions. If the monitoring reveals that all the aspects of the team's functioning are satisfactory, then leadership should not take any direct actions but continue to monitor the internal and external environment in terms of team performance and development. If monitoring reveals that action is needed, then the leadership decides whether to take an internal-level action or an external-level action or both. Finally, the leadership decides which action is appropriate to meet the needs of the team.

Strengths of the Team Leadership Model: Real-life focus on work. Real-life focus on work group/leadership. Environmental/contextually placed. Effective troubleshooting. Provide cognitive guide. Shared leadership (team leadership capacity). Built in flexibility in leader roles. Choose leaders carefully.

Weaknesses of the Team Leadership Model: Model does not include all possible leadership skills. Not simplistic. "On-the-spot" answers limited. Model assumes leader is skilled. Decisions/scheduling impacted. Shared leadership requires wide range of team-oriented skills.

Practical uses of the Team Leadership Model: Decision Making: Should I act? If so, what next? Both Team Leaders and Team need to participate and reflect. Leaders often inflate efficacy. Team answers leverage leader self-perception. Corrective actions are more honest. Team leadership model helps in team analysis and improvement, much like that of sports teams.

Assessment Tools: Team Excellence and Collaborative Team Leader Questionnaire.

Supporting Bibliography

- Peter G. Northouse (2018), *Leadership: Theory and Practice* (8th ed., pp 371-402). Sage
- Lavonne Fedynich & Thaddeus Hunt (2019), *Leadership: Past, Present, and Future: An Evolution of an Idea*
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- Mankin, Cohen & Bikson (1996), *Team-based and technology*