

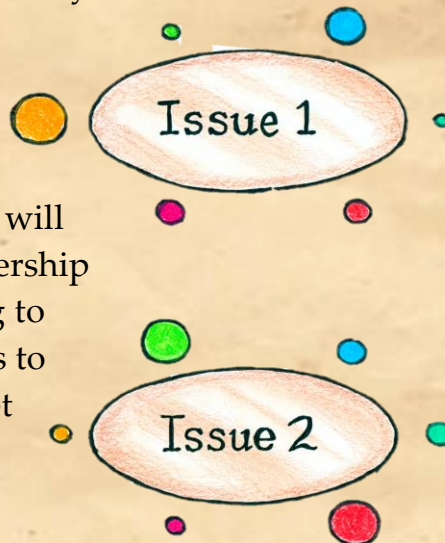
POWER FLUX

Good leaders have a MindSet that sees an effective decision-making team as one that alternates power and leadership according to talent rather than title. Let me explain.

Most visitors who would observe a well run, eight-member team as they tackle a particular topic or project would be fairly confident that they could identify the highest status (i.e., highest titled) individuals in the group. If the visitor then later observed the same eight team members dealing with a different topic, they may well come to doubt their initial determination as to who holds the highest status. The visitor's confusion would be a consequence of the team having adopted this Power Flux MindSet.

The goal for outstanding teams is to have different individuals assume a "quarterbacking" role for different tasks or challenges according to each member's specific knowledge, experience, and ability.

It is analogous to a group of students who are faced with the sequential tasks of playing as a basketball team, putting together a project for the science fair, performing a musical number, and forming a debate team. The same students will participate in each of the activities, but the leadership will shift from one student to another according to the particular strengths that each student brings to the task at hand. Should one individual attempt to always take the lead due to the title or status they may hold, the group will be much less successful in their efforts.



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