



THE MOST COMMON TYPE OF INCOMPETENT LEADER

PREPARE

Prior to your Team Huddle, send your team members the Participants Guide for this session so that they can prepare by reading the article, "The Most Common Type of Incompetent Leader" by Gregory Scott found at the link below and answering the questions provided.

Article: <https://hbr.org/2018/03/the-most-common-type-of-incompetent-leader>

Supplies Needed:

Team Huddle Participant Guides
White Board or Big Post It Pad
Markers

HUDDLE

Meet with your team and discuss the following questions:

- Who was the first boss you ever had? What did you like most about him or her?
- Read Mark 10:45. Based on what you read in this verse, what are specific ways leaders demonstrate a servant's spirit to their team members?
- What factors do you think contribute to someone being an absentee leader?
- What are some of the destructive effects of having an absentee leader?
[Use a white board or big post it pad to capture a list of the team's responses to this question]
- What did your score on the "Am I an Absentee Leader?" self-assessment reveal to you about your leadership?
- What are the traits of a leader who is consistently engaged (not an absentee leader) with their team?
[Use a white board or big post it pad to capture a list of the team's responses to this question]
- Looking at the list of traits of an engaged leader that we just built, which one do you need to grow in the most?

TAKE ACTION

What action steps will you take over the next 30 days to provide the feedback your team needs from you?



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HUDDLE

Who was the first boss you ever had? What did you like most about him or her?

Read Mark 10:45. Based on what you read in this verse, what are specific ways leaders demonstrate a servant's spirit to their team members?

What factors do you think contribute to someone being an absentee leader?

Brainstorm a list of the destructive effects of having an absentee leader.

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THE MOST COMMON TYPE OF INCOMPETENT LEADER

Take a few minutes to take the “Am I an Absentee Leader?” self-assessment. What did your score reveal to you about your leadership?

List out the traits of a leader who is consistently engaged (not an absentee leader) with their team?

Looking at the list of traits of an engaged leader that you just built, which one do you need to grow in the most?

TAKE ACTION

What action steps will you take over the next 30 days to provide the feedback your team needs from you?



Am I an Absentee Leader?

When leading your team, it's important to develop and empower each team member with the tools they need to lead themselves well while leveraging their talents and strengths for the good of the organization. If you distance yourself too much, however, you run the risk of under-managing your team and becoming one of the most dangerous types of leaders - an Absentee Leader.

This self-assessment is designed to help you diagnose whether you are close enough to your direct reports to manage them well or if you have fallen into the trap of operating as an absentee leader. First, you'll write down the name of a team member who reports directly to you; then with that team member in mind, answer each question below by circling either the "Yes" or "No."

TEAM MEMBER'S NAME: _____

_____ Am I close enough to observe and offer specific praise on his/her most recent work? **YES / NO**

_____ Am I close enough to observe and offer a specific push in an area where he/she needs performance improvement? **YES / NO**

_____ Am I close enough to know the latest personal highlights of his/her life? **YES / NO**

_____ Am I close enough to assess his/her level of morale and work engagement? **YES / NO**

_____ Am I close enough to know the health of his/her soul? **YES / NO**

_____ Am I close enough that I provide needed coaching on his/her goals? **YES / NO**

_____ Am I close enough that he/she and I feel a bond of trust? **YES / NO**

MY SCORE: _____

Now, using the blanks next to each question, mark your score for each by giving yourself a 1 if you circled "Yes" or a 0 if you circled "No." Then, tally up your score and write it next to "My Score."

If you scored a 6 or 7 - You are doing a great job managing your direct reports. Consider ways you can now begin to teach them your guiding leadership principles so they can become great leaders.

If you scored a 4 or 5 - You are under-managing in some areas and need to draw closer to this individual. Identify the areas where you marked "No" and develop your next step improvement plan accordingly.

If you scored a 0-4 - You are under managing and need to get more engaged with your direct report. Identify the top 2 areas that would make the biggest difference and begin taking steps this week for improvement. You may need to let them know what you are doing so they won't be shocked when you begin to engage them at a higher level.

MY NEXT STEPS IMPROVEMENT PLAN

1. _____

2. _____