

# Student Team Dynamics

With the Mikes Bikes simulation finally kicking off this week, comes the initial phases of team development and dynamics. Throughout the week we have managed to quickly establish a strong working environment and these team dynamics have started to become clear. Leadership is one of the qualities that will quickly define a team and how this style functions within that team is vital to future success. So how does leadership lead to such success? Collins, (2005) argues that the greatest leaders aren't always the most experienced or qualified individuals but they possess a surprisingly important combination of humility and professional will. My own experiences working in teams make me tend to agree with these views. While learning and experience is important, I believe that creative and critical thinking are qualities more desirable in a leader as they better understand that it isn't all about them (Collins, 2005). The likes of Steve Jobs have shown as that visionary thinking along with other related qualities is the difference between a good and great team.

While the leader of a team is important, it must be remembered that they can only do so much. The followers in the end will be the ones who seal the team's fate. Working within a team where we are all seen as equals, it can often be difficult to get these dynamics functioning correctly. Kelley, (1988) discussed a case where an organization delegated significant responsibility to its general staff and did not elect a specific individual to lead the group. This was ultimately very successful and led to the saving of a previously struggling company. I think this again stresses the importance of the collective team and also proves that different situations call for different leadership structures. I believe that similar techniques could be very useful for our team moving forward. This is because all members of the team want to feel they are contributing equally towards our future performance and responsibility is the key to ensuring this. Kelley, (1988 p.144) states that "Self-confident followers see colleagues as allies and leaders as equals". This again links to the development of team dynamics and applying these concepts could be very helpful area to consider as we work through this process.

## References

Collins, J. C. (2005). [Level 5 leadership: the triumph of humility and fierce resolve](#). *Harvard Business Review*, 83(7/8), 136–146

Kelley, R. E. (1988). In Praise of Followers. *Harvard Business Review*, 66(6), 142-148.