

GREAT CREATIVE GROUPS - AUDIT SHEET

TEAM CHARACTERISTIC	OFTEN/ALWAYS Score 8-10	SOME OF THE TIME Score 5-7	NOT OFTEN Score 3-5	NEVER/HARDLY EVER Score 0-3
Superb people and an ability to know where to find them				
Great groups and great leaders create each other				
A strong leader who organizes the genius of others				
Talented people who can work together				
The right person has the right job				
A group of people on a mission from God				
An island but with a bridge to the mainland				
A self perception as the winning underdog				
There is always an enemy				
Optimistic NOT realistic				
The leadership gives the talent what it needs and frees it from the rest				
The team is part of a real marketplace				

GREAT CREATIVE GROUPS - TEAM CHARACTERISTICS EXPLAINED

There are 12 characteristics shared by the best, most effective management teams:

- 1. Superb people and an ability to know where to find them.**
The leadership has the know-how to attract people better than themselves.
- 2. Great groups and great leaders create each other.**
Collaboration is a necessity. Command and control style does not work.
- 3. A strong leader who organises the genius of the others.**
The leader is only able to realise his or her dream if the other people are free to do exceptional work. The leader is the steward, keeping hope alive in the face of setbacks.
- 4. Talented people who can work together.**
Tolerance of personal idiosyncrasies; sharing of information and ideas. Colleagues who advance the common cause are essential.
- 5. The right person has the right job.**
Truly gifted people are not interchangeable. People do the work they were born to do.
- 6. A group of people on a mission from God.**
Everyone gets it; it's a crusade not a job.
- 7. An island but with a bridge to the mainland.**
Creative groups create their own worlds - their own customs, dress code, jokes, private language; they treasure their secrets; they have a great deal of fun; but, are still connected to the commercial world.
- 8. A self perception as the winning under-dog.**
Building on team insecurity as positive energy.
- 9. There is always an enemy.**
The enemy is external not internal.
- 10. Optimistic not realistic.**
A belief that they will be able to do things not done before. They don't know what they cannot do and are not sure that the impossible exists.
- 11. The leadership gives the talent what it needs and frees it from the rest.**
Most of all people want a worthy challenge, a task that allows them to explore all of their talent. They are low on bureaucracy.
- 12. They are part of a real marketplace.**
'Great Creative Groups' are places of action. They make things that need to be sold.