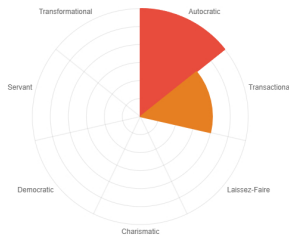Generates an in-depth report including Leadership Style Analysis, Team Dysfunctions, Team Color and more. This usually takes several minutes to complete, so be patient and do not close this tab.

Generate Report

Leadership

Leadership Styles

Meeting leader: Stacey

Leader Characteristics

Autocratic:
- Control over the meeting
- Unilateral decision-making

Transactional:
- Focus on procedural adherence

Details

Stacey appears to be the leader of the meeting, initiating the agenda item and having the highest participation rate in the discussion. Stacey opens the meeting and often interjects to steer the conversation, indicating a leadership role.

Stacey does not seem to encourage participation and inclusion effectively. The meeting data shows that some members, such as John and Holden, have very low speaking fractions, and there is a significant imbalance in the distribution of speaking time.

Stacey's leadership style seems to be a mix of Autocratic and Transactional. Stacey shows a tendency to control the discussion and push for specific outcomes while also emphasizing rules and processes.

The leadership style weighting for Stacey could be estimated as 60% Autocratic and 40% Transactional. The autocratic style is evidenced by the control over the meeting and unilateral decision-making, while the transactional aspect is seen in the focus on procedural adherence.

Leadership Recommendations:
- Encourage open participation and inclusiveness in meetings
- Foster a culture of respect and constructive debate
- Improve facilitation skills to manage conflict and engage participants effectively

Yellow and Red Flags

Red Flags
- 🔴 Autocratic approach stifling discussion
- 🔴 Instances of disrespect and personal attacks

Yellow Flags
- 🟨 Lack of effective facilitation
- 🟨 Lack of clear decision-making protocols

Details

Yes, several red flags related to leadership are noticeable. Stacey's autocratic approach stifles discussion and may prevent constructive debate, as seen in the transcript.

Yes, there are red flags related to communication. The meeting exhibits instances of disrespect and personal attacks, which can undermine trust and collaboration.

Yes, there are red flags concerning the structure of the meeting. The lack of effective facilitation and clear decision-making protocols contributes to confusion and conflict.

Flag Recommendations:
- Promote effective facilitation and clear decision-making protocols
- Address the autocratic approach by encouraging open discussion and diverse perspectives
- Establish guidelines for respectful communication and address instances of personal attacks

Team Building

Color of the Team according to the Laloux model

Amber

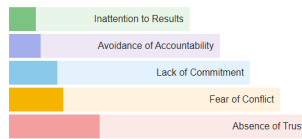Army, replicable processes, formal roles

Details

The team appears to be at the Amber level. The focus on hierarchy, formal roles, and control during the meeting aligns with the characteristics of Amber organizations.

Laloux Recommendations:
- Explore ways to transition towards a more evolved organizational model
- Encourage self-management and empowerment of team members

Dysfunctions according to Lencioni's model

Inattention to Results
Avoidance of Accountability
Lack of Commitment
Fear of Conflict
Absence of Trust

Details

There are visible dysfunctions in the team. Lack of trust, fear of conflict, lack of commitment, avoidance of responsibility, and improper focus on results are all present.

Lack of trust (30%, members show fear of being open), fear of conflict (20%, members avoid direct confrontation), lack of commitment (20%, members display indifference), avoidance of responsibility (15%, reluctance to make decisions), and improper focus on results (15%, focus on personal agendas).

Lencioni Recommendations:
- Build trust through open communication and vulnerability
- Promote healthy conflict resolution and encourage open dialogue
- Increase commitment by ensuring clarity of goals and expectations
- Foster a sense of individual responsibility and accountability
- Align team focus towards collective results rather than personal agendas

Team development phase according to Tuckman's model

The team is in the Storming phase. There are conflicts and power struggles with a maturity distribution of Forming (20%), Storming (60%), Norming (10%), Performing (10%), Adjourning (0%).

Moore's typology of conflict

The team is primarily experiencing Relationship and Value conflicts.

Relationship Conflict (70%, personal attacks), Value Conflict (30%, differences in beliefs about the board's direction).

Team communication style

The team exhibits a chaotic communication style with instances of intentional communication overshadowed by emotional reactions and lack of logical structure.

Facilitation

Quality of facilitation by the facilitator

The quality of Stacey's facilitation is poor. Stacey struggles to manage conflict, engage participants effectively, or maintain a neutral stance.

Facilitation techniques used

Stacey uses basic facilitation techniques such as agenda setting and time management but lacks in ensuring participant engagement and conflict resolution.

Decision-making protocols

The meeting reflects elements of Autocratic and Majority Rule decision-making, with an estimated weighting of 70% Autocratic (unilateral decisions) and 30% Majority Rule (voting process observed).

Purpose of the meeting and its achievement by the team

The purpose of the meeting seems to be to address and resolve governance issues within the board.

The meeting goal was not achieved due to the dysfunctions present, as evidenced by the unresolved conflicts and lack of consensus.