

CREATIVE LEADERSHIP

Leadership Briefs and Reflections



Building Dynamic, Creative Teams

The creative leader doesn't go it alone. Creative teams are necessary for organizational transformation. When building teams, seek out team members that are agile, empathic, humble, and collaborative. Building environments where teams can flourish establishes the foundation of innovative organizations. Creative leaders communicate a bias towards innovation and out of the box thinking in both explicit and implicit ways. Dedicating time to connect the team with one another and modeling creativity can prepare teams to innovate and approach their work with enthusiasm. High functioning teams are relentless collaborators who interact with humility, creativity, and an openness to divergent ideas. These sorts of teams understand the importance of coaching one another and committing to continuous improvement. The creative leader models a commitment to the kind of thinking that explores new possibilities, considers diverse voices, and generates new thinking on existing problems. It is steeped in respect for both the process as well as the individuals involved.

Reflections:

- How can your team enhance their creativity through art-based activities?
- How does valuing empathy and honoring the lived experience of others deepen teamwork?
- How can organizations promote and support creativity of teams and their processes?

Remember this:

- Creativity, humility, and shared leadership reflecting divergent voices are the lifeblood of dynamic organizations that embrace change.
- Soft skills matter for teams to work well. A few examples of the types of skills that make a difference in high performing teams are collaboration, active listening, empathy-based activities, and consensus-building.
- Creative teams are grounded in trust.
- Effective teams engage in – and practice – strong communication skills and processes.