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. Hiring creative, skilled team members and creating environments where they can flourish is the foundation of innovative organizations. Creative leaders can communicate a bias towards creativity 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 creativity and enthusiasm. High functioning creative 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 creativity and 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 matter to design solutions that reflect divergent voices and are meaningful in the context of the organization and those it serves.
- Soft skills matter for teams to work well. Collaboration, listening, and shared decision-making are essential skills of creative teams.
- Creative teams are grounded in trust.
- Effective teams engage in – and practice – strong communication skills and processes.