DISTRIBUTED LEADERSHIP

Motivate your talent, commit your team and create a distributed leadership culture!

Cooplexity stands for **Cooperation in Complexity.** The framework provides a six steps method for managing teams in conditions of **uncertainty and change.** Usually, individuals look for order, stability and certainty. In accelerated environments, we are overwhelmed and become interdependent to achieve our goals. Understanding how we behave in these situations and being proactive and error tolerant, will let us learn and adapt.

Managers are often not trained or accustomed to coping with **unpredictable situations**. The anxiety and bewilderment that comes with them are confusing and inhibiting. Understanding how **motivate teams** will let embrace a distributed leadership culture.
At the same time, empowering collaborators to make decisions, will demand from leaders to delegate, creating an adequate **decentralised context** to facilitate contributions and self-coordination.

TALENT TEAMS & CULTURE

MORE THAN 10 YEARS OF RESEARCH AND 5 OF GATHERING DATA WITH EXECUTIVE TEAMS, AND 22 YEARS OF TRAINING EXPERIENCE WITH HUNDREDS OF PARTICIPANTS FROM LARGE CORPORATIONS.

A BUSINESS SIMULATION PROVIDES A UNIQUE AND RISK-FREE EXPERIENCE.

THE PROGRAMME

BUSINESS SIMULATION

Emotional approach

Learn to control and shape behaviour and be aware of how it affects others. Discover how to create a workspace that motivates team members to give their best. Becoming skilful at providing feedback and manage interactions. Build successful teams by forming meaningful collaborations. Develop cohesion, commitment and team consciousness.

CONCEPTUAL MODEL

Cognitive approach

Leaders' task refers to manage other's emotions and at the same time keeping rational approach, all focused on performance and results. Diversity and complementarily are fundamental for solving problems and taking advantage of opportunities and leaders have to inspire, motivate and give collaborators space to do it.

INDIVIDUAL FEEDBACK

Personal approach

Assess the full profile of participants with a multidimensional Competence Inventory (TwCI). Prioritise teamwork perspective. Measure how candidates positively contribute to a team. How they get results without compromising team cohesion. How they share leadership empowering.

THE TEAM DEVELOPMENT PROCESS

ERROR TOLERANCE
Being proactive and overcoming boundaries while managing risks. If there are no possible references, this process undertakes through save-fail experimentation.

1

ACTIVE LISTENING
Try to connect and understand each other's positions by listening. Connect emotionally by being empathetic and show respect by being assertive.

2

COMMON PROJECT
Identifying a catalyst (attractor) that unites ideas and generates enthusiasm. Creating long-term commitment to the interaction of individuals and groups.

3

VALUES & PRINCIPLES
Follow your values instead of referring to interests, even commons, to create the right framework to build trust.

4

DISPARITY ACCEPTANCE
Being tolerant to difference and accepting the legitimacy of disparity.

5

DELEGATION
Empowering others to make decisions through the definition of criteria, available resources and performance measures.

6

BUSINESS CASES

abertis

Santander

LAFARGE

DANONE

Identification and development of High Potentials and extensive World Café program to face the mobility as a future service environment.

Talent management for the STEP Programme (High Potential Executives), working uncertainty management, and teamwork.

Lafarge, a world leader in building solutions, implemented a strategy adapting to market expected changes before the financial crisis.

More than 350 top and middle managers under the same corporate programme aiming to boost transversality.

COOPLEXITY
TALENT, TEAMS & CULTURE

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