

Team analysis of competing values framework

[Business](#), [Management](#)



Team Analysis of Competing Values Framework Q Every quadrant is represented in the CVF. The team displays all the Quinn's CVF distinguishing leadership or managerial roles. The team members can be described as transformational. They represent managers who do things first as evident in the create values in the framework. They can adopt to competition by doing things at a fast rate represented by compete values. Further, the team members exhibit characters of doing things right depicted through the various control values. The team members can collaborate to conduct business together (Cameron 6). The various characters displayed by the team members are essential to enhance organizational effectiveness. Every member of the team depicts effective both at personal and organizational levels.

Every quadrant is represented by the values. Control is highly represented in the quadrant. Most of the team members embrace control, which involves doing things right. Create follows the control character, which involves doing things first. Besides doing things rightful, the team members embrace characters of innovation. Compete is the third dominant managerial characteristic of the team members. Competition implies undertaking managerial duties fast and at the desired pace. The least represented in the framework is collaborate. Collaboration demands togetherness when performing roles.

Q 2

Avoiding negative extremes in the team is a vital aspect of management. Ensuring people focus is a sure strategy to enhance effectiveness. People focus managers show compassion, are concerned and expressive.

Authenticity is the second key factor to enhance effectiveness. An authentic manager is reflective, mindful, and principled. Practicality is the third important character for an effective manager. Practicality involves being factual, realistic and grounded.

Works Cited

Cameron, Kim. *Competing Values Leadership*. Northampton, MA: Edward Elgar Publishing, 2014. Print.