

Academia Answers to the Sharing implications for Professional Practice (page 6) for Leadership and Management (Slovenia's COER)

- **What are the pros and cons of:**

- *striving for strict discipline?*

The benefits of striving for discipline are observed in the possibility of getting things done on time and effectively, since it gives structure and avoids clashes that would arise from the lack of respect for the team leader or team members. On the other hand, it can "kill off" creativity and make relationships among team members tense. A mixture of both is suggested, albeit very difficult to develop.

- *striving for equality between all team members?*

The benefits of striving for equality may potentially contribute to making team members feel that they are heard and motivate them to come up with suggestions. On the other hand, they can step out of line when they feel safe to contribute or avoid work and fail to respect the team leader.

- *using round tables for meetings?*

It – by sublime suggestion – provides an equal setting for sharing ideas, critical remarks, comments, etc. On the other hand, it can also sublimely diminish the authority of the leader.

- *using designated sitting arrangements in meetings?*

Effective only if serves a purpose.

- *setting morning meetings, monthly reports and/or end-of-project reports?*

Morning meetings should be planned and used only in fields where the work of the team is changing daily and where the needs and requirements in a specific case change or should be monitored on a daily basis. Such activities are carried out by medical staff, law enforcement agencies, social work centres, etc. Otherwise, meetings should be planned less frequently. However, in both instances, a short post-case analysis and briefings should also be conducted. Monthly reports and end-of-project reports should be drafted according to the project plan, as they are very important for the successful conclusion of a project.

- **What are your arguments for the answers you provided to above questions? How do you think these decisions influence your own practice?**

Our answers are based on what we learned when studying organisational behaviour and working on different projects. The described findings are an integral part of our daily work.

- **What else do you think is important to point out about leadership and management tasks?**

It is important to realise that every team has its own specifics and that the team leader should provide a channel for anonymous feedback. The leader should also possess the aforementioned skills. He/she should treat all team members equally and respectfully.

- **How could the ABA method be used to improve leadership and management skills?**

The ABA uses various forms of capital, including the skills of different people, who can contribute innovative and highly effective leadership styles and approaches.