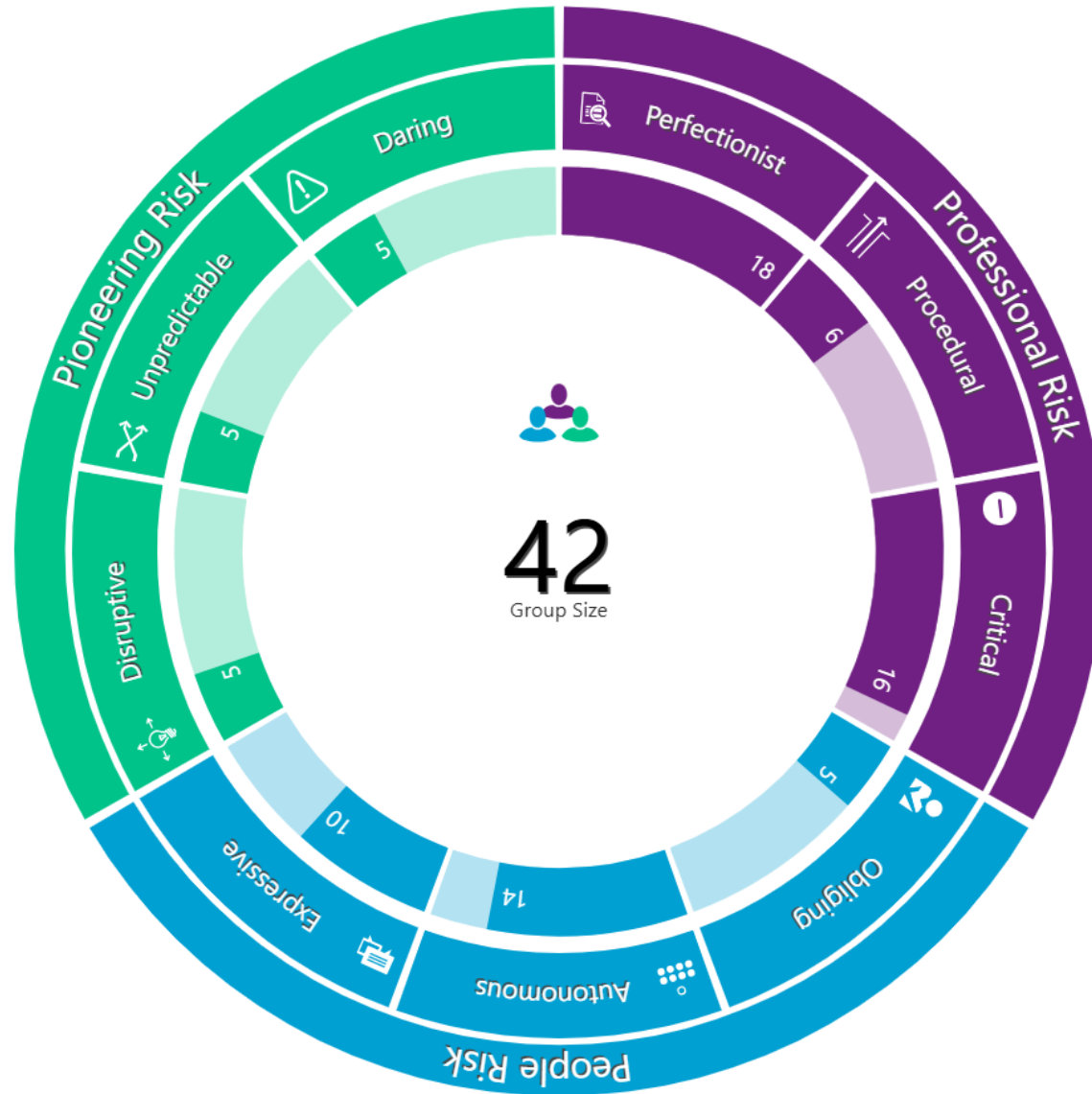


WAVE LEADERSHIP RISK GROUP OVERVIEW



OVERVIEW



Top Risks



The size of each bar in the wheel is set relative to a maximum of 18. This is the number of times the most frequent risk (Perfectionist) occurs.

TOP GROUP RISK

RISK SUMMARY



Perfectionist

Perfectionists may expend extra effort on perfecting details. This could be inefficient and may result in missing critical elements of the bigger picture.



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DETAIL FOCUS

FUTURE FOCUS

REFINEMENT

Potential Influence



CULTURE

A culture may develop where leaders are expected to get unnecessarily involved in many minor details.



ORGANISATION

Work may be negatively impacted if leaders rather than staff are expected to be responsible for ensuring all details are correct.

Potential Action

Establish working practices where leaders are only involved in reviewing important details at the right time.

SECOND GROUP RISK



Critical

RISK SUMMARY

Critical leaders who focus on problems may be perceived as negative or demotivating. This could discourage important contributions from others.



16

REWARD

CONFIDENCE

OPENNESS TO IDEAS

Potential Influence



CULTURE

Staff confidence can be reduced if leaders generally seem to expect things to go wrong.



ORGANISATION

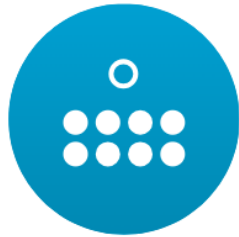
A lack of shared confidence can result in a wider belief that key objectives are unlikely to be met.

Potential Action

Balance critical leaders with input from more positive individuals, particularly on projects or in teams where staff confidence could become an issue.

THIRD GROUP RISK

RISK SUMMARY



Autonomous

Autonomous leaders who are less inclined to interact with others could initiate actions which take little account of other parts of the organisation.



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TALENT DEVELOPMENT

INDIVIDUAL TARGETS

CONSULTATION

Potential Influence



CULTURE

If leaders tend not to involve staff in their day-to-day work, a culture may develop of individual rather than collaborative working.



ORGANISATION

Critical knowledge and skill transfer is reduced when leaders are less prepared to involve staff in their work.

Potential Action

Every leader should be given a clear objective to develop the talent, knowledge and skills of their staff.

USING THE RISKS POSITIVELY



Perfectionist

Potential Action

Involve perfectionist leaders when quality of delivery is the number one consideration.

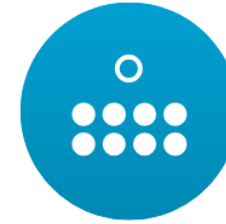


Critical

Potential Action



Select to see potential action



Autonomous

Potential Action



Select to see potential action



Anahat Organisation Development Consultancy Pvt. Ltd.

For More Info:  info@anahat.in

 www.anahat.in

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