

Chris Voros  
Lesson 2: Building partnerships  
2/5/2007

Class Summary:

This class broke down into two sessions. In the first small session, we discussed the five stages of the Group Development Theory and our experiences with each. Next we had a thorough argument about leadership accountability, where much of the class was divided as to how leaders should respond in situations of success and failure. The second half of the class met with the other section, where a guest speaker reexamined Group Development Theory and the associated task and relational behaviors for each stage of the process. Much of the remaining discussion dealt with the 493 project, but important points were made about group meetings and how to navigate through them.

Response:

The conversations about leadership accountability were particularly interesting, as the numerous scenarios brought up made me realize a singular point: there is no one way for a leader to react to success or failure. There are so many factors that play into the outcome that a leader must revisit the journey and see where the shortcomings or successes occurred. Only then will they realize how they arrived at the end, and where the accountability lies. While I agree that the leader should be held accountable in the public's eyes, personal accountability is not a prerequisite for the leader when uncontrollable forces are at play.

Analysis:

This opinion is taken from the standpoint of a leader that may not be at the top of the chain. You have to recognize the communal and global contributions to failure as well as success. While the leader must be humble, it is also important to be able to objectively analyze the journey and how their leadership contributions played into the hand. Leaders can not allow themselves to take the full weight of an outcome on their shoulders; else their self-perception will hinder their ability to distinguish their peers' view of themselves.

Sound-bite:

Top-level leaders must show the world their organization's contributions to success, and their personal responsibility for failure.