



THE “M” IN THE MONARCH MODEL STANDS FOR METAMORPHOSIS.

The meaning of the word is related to transform, to change and evolve, and is the center of Transformative Leadership. It’s a call to action for leaders to transform, similar to the Monarch butterfly.

Why is this relevant?

Leaders need to take action towards their own transformation process, not only on the outside as it impacts daily decisions, but also on the inside as a person.

The common trap I’ve seen with clients on my practice is to try to fit any situation to their leadership style, for example if the leader is more “hands off” with the team and if they are in a stage that needs more supervision, it will affect the results. Looking at this the other way around, if a leader is “hands on” and the team has the maturity to be autonomous, it will affect the result as well.

The leader needs to be aware of which stage the team is in also. Utilizing the Tuckman Stages* as an example, each stage calls for a different role of the leader in order to become more effective. If the leader and the team are not aligned, it can cause confusion and loss of valuable time, money and personnel.

The Monarch model is all about being aware of the different stages of leadership. Depending on which stage the leader, the team and the business are in, it has an impact on the decision making process of both the person and the organization. Having clarity on which stage you, your business and the team are in, will have an impact on the effectiveness of the leader.

On the Monarch Leaders website under resources, you can find an assessment to figure out which Tuckman stage your team is currently in.

CHECKLIST

- Call: 956.530.0907
- Email: Jesus@monarchleaders.com
- Visit: monarchleaders.com
- Set up a Workshop