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WHITE PAPER

Best Leadership Strategies to Reinvigorate a Losing Team

Based on the search results and best practices in leadership, here are some key strategies to reinvigorate a losing team or group:

1. Create a new vision and direction

- Set clear, attainable goals to give the team renewed focus and purpose
- Articulate an inspiring vision of future success to motivate the team

2. Promote open communication

- Encourage two-way dialogue to understand team concerns and gather input
- Be transparent about challenges while maintaining an optimistic outlook

3. Rebuild trust and morale

- Demonstrate empathy and emotional intelligence
- Acknowledge past difficulties while focusing on moving forward
- Recognize and appreciate team members' efforts

4. Focus on small wins

- Set achievable short-term objectives to build momentum
- Celebrate progress and successes, no matter how small

5. Encourage learning and growth

- Frame setbacks as learning opportunities
- Provide training and resources to develop skills
- Promote a growth mindset within the team

6. Lead by example

- Model the attitude and work ethic you want to see

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- Take accountability and demonstrate resilience

7. Empower the team

- Delegate responsibilities to engage team members
- Give people autonomy to make decisions and take ownership

8. Build team cohesion

- Organize team-building activities to improve relationships
- Encourage collaboration and break down silos

9. Address underlying issues

- Have candid conversations about team dynamics and challenges
- Make necessary changes to processes, roles or structure

10. Maintain perspective

- Help the team see setbacks in a broader context
- Focus on long-term goals rather than short-term losses

The key is to acknowledge the current reality while instilling hope and a sense of possibility for the future. With empathetic but decisive leadership, you can help shift the team's mindset from defeat to determination and get them back on a path to success.

Citations: (from Perplexity.AI)

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[3] <https://www1.wfh.org/publication/files/pdf-1245.pdf>

[4] <https://www.teamwork.com/blog/10-ways-leaders-teams/>

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[6] <https://hbr.org/2019/03/as-your-team-gets-bigger-your-leadership-style-has-to-adapt>

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