MEMBANGUN KEUNGGULAN TIM : MELALUI PERANAN SUPER LEADERSHIP, QUANTUM LEADERSHIP, TEAM LEADER DAN TEAM FACILITATION DALAM ORGANISASI

Hasa Nurrohim KP
Jurusan Manajemen FE UPN “Veteran” Yogyakarta
Jl. SWK 104 (Lingkar Utara) Condong Catur Yogyakarta 55283

ABSTRACT

Every manager knows that business can run eminently if people who in organization know and trust each other. Business can success without strong link in organization, however it is not in the long term. Organization include thinking of quality entirely (empowerment, participate, team) from people who join a team.

Super Leadership is a type of leadership which instructing others people to lead their self. This type recognized as a leader that a power to others (empowerment). This leadership type has a duty to help the employer to develop their self-leadership skill for the organization.

Meanwhile, the friction is happened from leadership who relying on authority to the leadership who emphasize participation and coordination. The change of firm cultural orientation also claim the change of leadership type, include in Quantum Leadership. Quantum Leadership is the future oriented leadership concept, which seeing, dreaming, instructing, changing, and moving employee to the planning target. Quantum Leader need visionary supervision, that is a dream achievement, strategic comprehension, process & result orientation, systematic analyses, and constructive anticipation.

So maximize super leadership and quantum leadership for organization, its need leader nature which call Team Leader. So, with this Team Leader, the team expected to able to manage all they own meeting which are a part of the overall idea about empowerment and self-direction.

The working team better who have a good work are possible to create some creative breakthrough, and they are some practice solution if compared by hard work employee that work without a team. Hence, this condition shows that some organization needs a Team Facilitation. Some team that formed make a natural working team which try to achieve some continue progress by pursuing a relevant target.

Keyword: Super Leadership, Quantum Leadership, Team Leader and Team Facilitation.