

# SLOAN BIOTECHNOLOGY INDUSTRY CENTER

## INSIGHTS FROM ACADEMIC PUBLICATIONS

***What leads to performance in teams?*** Teams with empowered leadership are more likely to share knowledge, have higher levels of efficacy and better performance than teams without empowered leaders.

Empowered leaders are those who lead by example, encourage participation in decision making, coach others, inform others, and show concern for and interact with others on a team. Empowering the leaders of teams can improve the team's perception that they will achieve goals (efficacy) and the extent to which they share knowledge and expertise with others. Both of these elements – efficacy and knowledge sharing – increase the performance of the team.

Srivastava, A., K Bartol, and E. Locke, 2006. Empowering Leadership in Management teams: effects on Knowledge Sharing, efficacy, and Performance, Academy of Management journal, Vol. 49, No. 6, pgs 1239-1251.

