

# The 4 roles that will save every business from crisis

**Regardless of the project, the organization, or the corporate culture, these four positions should be on every team to be highly successful**

At Catenon we work closely with top leaders from the world's biggest and fastest organizations, we know who is doing things right, who is sinking, and who is a real trendsetter. There are several structural models which have been tested along the years, but one of our favorites, is the one suggested by psychologist David Kantor, called the Four-Player Model.

We like it because it is easy and straight-forward; the challenge comes from the implementation of such model, because working together as a team can be a juggling act.

The model relies on four roles, which bring success to any team. And we believe that in times of crisis, all companies should have these profiles on board of every team.

# 1. THE MOVER

They 're the ones who initiate team action through a question, a suggestion, or putting an issue on the table. Their job is to inspire the team to engage and discuss, and to move things forward.

Without a mover, a team gets trapped and becomes apathetic. They would lack the desire to advance, generate new ideas, and turn ideas into action plans. Although many teams consist of highly motivated executives, it 's crucial that the mover helps the team move forward, not just be impatient and pushy. A good mover serves the team, not their own agenda.



## 2. THE SUPPORTER

They are the team's hardest player. That's the person seconding the motion. They stand behind the idea, opinion, strategy, etc. A Mover can kick things off, but they'll make little impact or progress without a Supporter.

The key here is the supporter must support the idea, not the individual. They must put their weight behind the idea's merits and provide a good rationale.

Often when a senior leadership team struggles, **this role is missing**. Since members of a top team are also used to moving and taking choices, they all want to be movers, and no one wants to be supporters. On great teams, members know the position of the supporter is vital to successful decision-making and jump in when they see the need.



# 3. THE OPPOSER

The job of the opponent is to provide team check and balance. Ensuring that all angles are considered and potential threats and downsides are thoroughly analyzed is a key task. A successful opponent will help the team avoid pitfalls and avoid missing other opportunities.

Finding enough opponents usually isn't an issue for a senior leadership team. It is not just arguing for an argument's sake. A successful opponent poses reasonable questions and threats and helps the team evaluate all options. Bad opponents attack and undermine the confidence and effectiveness of a team.



## 2. THE OBSERVER

Finally, each team needs people to keep a higher-level viewpoint in mind along with the bigger picture. These are the Observers of the team.

They help direct the process and ensure the team considers all options and considerations. A team of competent observers has a solid mechanism and is much less likely to go down rat holes and spin their wheels.



Every successful team that we have worked with in the past 20 years have demonstrated consistently utilizing these four positions flexibly and smartly.

Is your business and your teams equipped with this kind of talent? Learn more about Catenon's executive search, virtual assessments and reskilling services – **we are certain that with our experience on the matter**, we could help you find, assess and prepare the talent you need to thrive in times of uncertainty and change.

Contact us:

**[info@catenon.com](mailto:info@catenon.com)**