








# Demonstrating Leadership

## FACTSHEET

**A novel team task, a nominated team leader and (hopefully) a willing team. How will they perform?**

-  **1 hour + debrief**
-  **3-24** (up to 4 teams of 3-6 per team)
-  **For staff at any level**
-  **No computer required**
-  **350** ex VAT



Creative thinkers...

You've been commissioned to produce a cover shot of a rural village for a national magazine



## Learning objectives

- to identify leadership skills in action
- to give practice in leading a team
- to know what a team looks for in a leader
- to recognise and develop the attributes of a good leader
- to appreciate the importance of teams working with the leader for success

## About the activity

This activity allows participants to observe leadership attributes in action - in a fun and competitive task. Leaders and team members alike can all focus on what it takes to be an effective leader. Each team chooses a leader who is then given a Leader's Brief (away from their teams).

A national magazine has commissioned teams to provide a photograph for the cover of the magazine's next edition. The main article is to be on Rural Idylls and the image on the front cover should aim to invoke the spirit and key features of a small village. Rather than photograph a real village the magazine requires a photograph of a scale model that will highlight typical village features. Leaders have 15 minutes to consider their leadership task and are given a set of resources. Meanwhile, team members complete a Questionnaire about the attributes and skills they expect from a leader (including what they expect from themselves when performing a leadership role). The questionnaires are then put away and kept for later when teams review their leader's - and their own - performance.

Leaders now re-join their teams and have 45 minutes for the task. During the task there are Observation Forms with a checklist of skills to look out for in the leaders AND in the team members. The form, for the Facilitator, makes the Debrief easier but you can have participants designated as 'observers' which is useful for big groups. At the end, the models are photographed and a group vote decides the winner. At the debrief the skills and attributes demonstrated are discussed. A handout, 10 Top Tips, for teams to take away is issued at the end and rounds off the session. NB it can also be given to some or all the leaders at the start, to aid their preparation. Do the recipients of the top tips outperform the other leaders, or not?

## Pack contents

- Trainer's Notes
- Leader's Brief
- Team Questionnaire
- Handout: 10 Top Tips for Leadership
- Handout: Observation Points
- Resources: coloured card, sticky tape, rulers, scissors, colour pens

This activity is for face-to-face training. It is supplied as a hard copy pack and the digital files are supplied via the Northgate Trainerhub.

## Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 24 participants. A licence is required for each site (or remote hub). To use with larger groups or for multiple site licences please contact us for a quote.

## Ideally suited to

Any course on leadership where you want an 'active' component to illustrate leadership in action.

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### Customer reviews

I used Demonstrating Leadership with a group who had a *great discussion* on the *key characteristics* of a good leader before their leader arrived to brief them. They then worked on the task and afterwards they assessed the leader by their own criteria which they had worked on at the start. Very good and revealing discussion that helped everyone get to grips with how to lead!

Trainer, details withheld

Demonstrating Leadership *went down really well*, it offered a chance for the teams to see how the different styles of the team leader led to such different projects. Even the opening speech that each leader gave their teams demonstrated the different styles/personalities that a leader can have when communicating with their teams.

Melanie Hartley, Group Training & Development Manager, Advanced Medical Solutions



### Trainer's role (full guidance supplied in Trainer's Notes)

- Introduce the activity by saying it allows for leadership skills to be demonstrated and assessed.
- Divide the group into teams, typically 3-6 per team, and ask each to choose a leader.
- Away from the teams, issue leaders with a copy of the Leader's Brief (and the handout 10 Top Tips if using for some of the leaders) plus a set of Resources.
- Meanwhile issue a copy of the Questionnaire to each team.
- Allow 10-15 minutes for leaders to consider the Brief while teams complete the Questionnaire.
- Leaders return to their teams, brief them and lead the task.
- Observe the team leaders - and team performance - using the Observer's Form.
- At the end ask teams to photograph their models. Lend teams a phone if necessary.
- Display the photos, if possible on a large white board or similar. Discuss the merits of the photographs. How well do they link to the objectives? Allow teams to vote for the best one.
- Conduct a Debrief focusing on the leadership skills demonstrated, the teams' contribution and how the mix within each team affected the end result.
- Issue the 10 Top Tips for individuals to take away and use back in the workplace.

### Northgate says...

A great way of testing the ability of a member of staff to show leadership skills in terms of briefing a team, giving them a vision, encouraging creativity, empowering them and monitoring progress. And it's fun!

### Ordering is easy!

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### Fast delivery

Digital files are accessed via our online Trainerhub and the hard copy pack is sent via courier:

£15 UK (next working day)

£29 Europe (1-3 working days)

£39 International (1-5 working days)

### Our guarantee

If you are not 100% happy we offer a 30-day no-quibble returns service on unused goods.



#### Northgate customers

