








# Introduction to Leadership

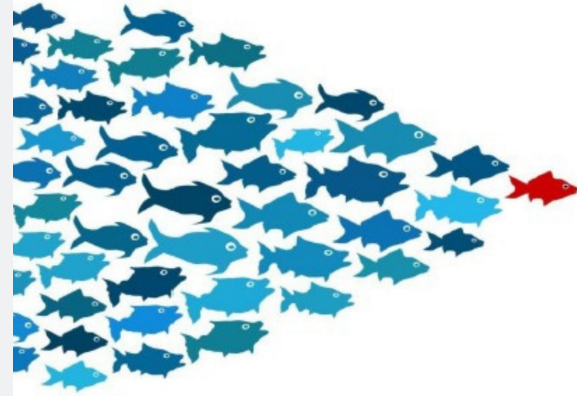
# FACTSHEET

Quickly gets groups interacting and exploring some basic ideas about leadership, leadership traits and situational leadership.

-  **35 mins + debrief**
-  **3-24** (up to four teams of 3-6 per team)
-  **For staff at any level**
-  **No computer required**
-  **150** ex VAT



## Introduction to LEADERSHIP



## Learning objectives

- to identify some typical leadership skills and attributes
- to recognise six different leadership styles
- awareness that different leadership situations require different approaches
- understanding the concept of situational leadership
- the main traits of a good leader

## About the activity

The activity has two parts and is very easy to run.

**Part 1** Each team receives brief details of six individuals: their photo and characteristics related to their leadership qualities. Teams then receive six typical leadership types or styles which they must match with the six leaders. Reaching team consensus generates lots of discussion about leadership traits and what makes a good leader.

**Part 2** Each team is now given six situations which they must try to match to the six leaders. Which leaders and leadership style is best suited for each of the six situations? Again, the process generates lots of debate about situational leadership and the idea that, to meet different situations, leaders need flexibility and a range of approaches in their skills set.

Further questions can be raised by asking participants if they can think of someone at work (without necessarily naming) who they think is a good leader. What six words sum up that person's main attributes?

Ask teams to reflect on how they performed. Did they feel the need for a team leader? Did one emerge? What was the role of that leader? What was the style?

The activity is also about encouraging participants to cultivate their own, possibly dormant, leadership skills? How would it help their own role at work?

It's also worth pointing out that, today, the myriad of communication options that await us on a minute-by-minute basis may have downsides but it can also empower us. It makes it much more possible to overturn the traditional leadership models. Anyone who has a new thought or new vision can become 'a leader'.

## Pack contents

- Trainer's Notes (PDF file)
- Team Brief (PDF file)
- Form A (PDF file)
- Form B (PDF file)

This activity is supplied digitally and can be used in virtual and/or face-to-face training sessions.

## 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

A short and interactive introduction to the topic of leadership. It's non-threatening and it gets participants talking, contributing and exchanging ideas.

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## Customer reviews

” I have integrated the Introduction to Leadership activity into one of my Management Development Programmes, which created *a lot of discussion* around different types of *Leadership* and people identifying which traits they followed.  
**Maxine Knight, Management Development Trainer, Norwood**

” Could I please congratulate you on your *fantastic customer service* - you are a pleasure to do business with.  
**Jo Symanowski, Celesio-Lloyds Pharmacy**



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

- Beforehand, print the materials required for the session (or you may prefer to present some or all of the materials digitally, on screen.)
- Divide participants into teams of about 4 per team. Explain briefly the general nature of the session but do not repeat what is on the Brief. Tell teams they have 20-30 minutes for both tasks.
- Issue a Team Brief to each team. Note down the time. After a few minutes, issue Form A which describes six 'types' of leader. Allow teams a further 5-10 minutes to discuss and reach consensus on how best to match the leaders to the types.
- Observe teams at work. Note how their discussions progress and how they work as a team? Do they elect a leader? Does one emerge? Do they need one?
- With the whole group, briefly discuss teams' decisions. Were they in broad agreement or wildly different? What key points arise?
- Repeat the process with Form B which describes six leadership 'situations'. How best can these be matched with the leaders described in the brief?
- Lead a final discussion, allowing teams to question each other on their decisions and to make (and defend) their points. Check the Trainer's Notes to raise any points that don't emerge during the discussion.
- Ask teams what lessons about leadership (in general and in themselves) they can take away from the session.

## Northgate says...

A great, hands-on, easy-to-use introduction to leadership. It generates lots of useful discussion - so leave plenty of time for the debrief!

## Ordering is easy!

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## Delivery

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## Our guarantee

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



## Northgate customers

