

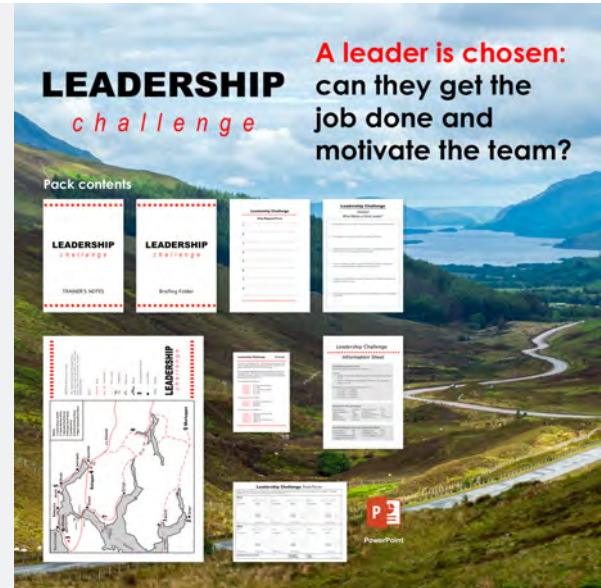


Leadership Challenge

FACTSHEET

Exciting challenge where teams define leadership and put their chosen leaders to the test.

- 2 hours + debrief**
- 3-24** (in 4 teams of 3-6 per team)
- For staff at any level**
- No computer required**
- £ 595 ex VAT**



Learning objectives

- Allows teams to observe leadership skills in action
- Highlights the qualities of good leadership
- Looks at what attributes teams want most in their leader
- Provides a platform to discuss different leadership styles

About the activity

Leadership Challenge is a dynamic, table-top activity, ideal on all leadership courses for assessing leadership skills and styles in action - and team roles.

Teams choose leaders who prepare for 'a challenge in the Scottish Highlands!' While each leader is being briefed, the other team members are tasked to agree and list the main attributes they expect to see in a good leader.

Leaders then rejoin their team and brief them on the task: planning a route around the highlands, collecting points for reaching given destinations, taking photos of landmarks and carrying buckets of sand(!) all within a time frame and budget. Some information, such as walking speed and sketch maps, are supplied but they will need to request more, such as ferry times, accommodation details etc from the databank.

Leaders should aim for a carefully constructed plan that fits the constraints and picks up as many points as possible. They must also lead in a way that generates a positive, energised atmosphere and high morale in the team. Will leaders communicate a clear vision of the task? Will they remember to buy cameras? Do they hold out for the very best route that maximises point score? Do they listen to the team? What is their leadership style? Do they support, motivate, inspire - and ultimately succeed?

Finally, plans for the challenge are submitted, quickly checked and scores announced.

How well did each leader match the team's ideas of what makes a good leader? How good was their list of attributes? Lots to talk about!

Pack contents

- Trainer's Notes
- Trainer's PowerPoint
- Trainer's Reference: The Routes
- Handout: What Makes a Good Leader?
- Briefing Folders incl. Sketch Maps
- Additional Information Sheet
- Data Request Form
- Route Planner
- Routes Card

This activity is for face-to-face training. It is supplied as a hard copy pack & 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

Ideal for witnessing leadership in action in the training session. Rather than just talking and theorising, **Leadership Challenge** gives participants an integral part to play either as leader or as team members responding to the leader. It's key to generating an evidence-based discussion around leadership.

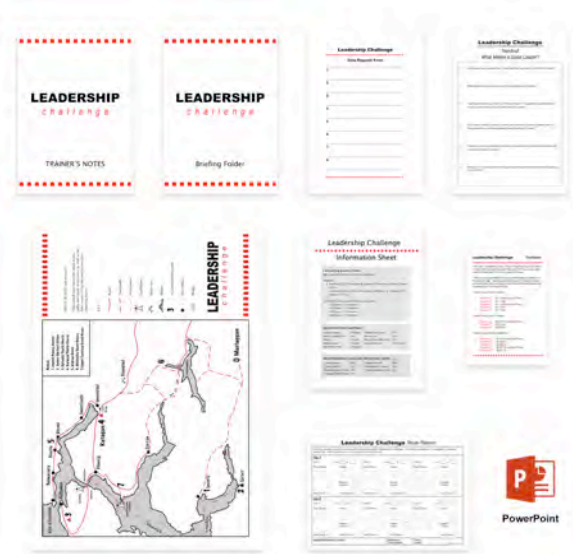
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Customer reviews

“ I ran the Leadership Challenge activity: *great fun, great learnings*. And of course, working with intelligent people, some of the participants tried all kinds of new out-of-the-box solutions, that were not mentioned in the game, in order to win! Overall, it is a *great game* that can be played with all kinds of audiences... and with all kinds of goals in mind... Looking forward to running it again! Thank you very much!
Alexander Teixeira de Mattos, Managing Partner, Guideline International

“ An excellent activity for our client group of law firm partners. After a day of leadership theory, the Leadership Challenge game brought home the *crucial points* and added *energy and fun* to our awayday.
Rachel Stone, Smith & Williamson LLP



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

- Briefly introduce the activity using the PowerPoint.
- Ask each team to nominate a leader (or you do the nominating).
- Take the leaders to a separate area and issue each with a Leader's Folder.
- Explain they can study the folder and make notes but cannot take it away.
- Meanwhile ask the teams to draw up a profile of what they consider to be the most important attributes of a good leader.
- Leaders return to their teams to brief them and lead them through the challenge. Leaders can at any time return to check the Leader's Folder.
- Observe teams in action but do not help them with the actual challenge.
- On request, issue the Information Sheet to teams and towards the end of the session issue Route Planner Forms.
- At the allotted time, stop the activity and check teams' routes. Issue Routes Cards for teams to check routes themselves. Announce the winning team.
- Lead a Debrief (supported by the Trainer's Notes and PowerPoint) on what the leaders did well and also where there was room for improvement. Returning to the teams' original lists of leadership attributes, how well did the leader match up to expectations? And how well did the team perform? Were they supportive of their leader or were they a tricky lot!?

Northgate says...

A Trainer reported one leader spending time fully reading the brief. As a result she never had to return to the briefing area. Other leaders were too hurried and then had to keep going back. From that one issue, all credibility was lost!

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Northgate customers

