





# FACTSHEET

## Leadership Style

Compare and evaluate four very different styles of leadership with this revealing team task.

-  **1 hour + debrief**
-  **8-24** (up to 4 teams of 4-6 per team)
-  **For staff at any level**
-  **No computer required**
-  **350** (hard & digital copy) or **299** (digital copy) ex VAT



### Learning objectives

- Understanding types and styles of leadership
- Understanding the term 'situational leadership'
- Overseeing a task, as leader
- Motivating a team
- Identifying traits of an effective leader

### About the activity

The format is straightforward. Four teams are each asked to nominate one of their members as leader. The leaders leave their teams to be briefed on details of a task they are going to lead. They study the task and then brief their team and monitor the team's progress. Each leader has been briefed to use a particular style of leadership that they must adopt. The four styles are:

- Autocratic
- Laissez-faire
- Democratic
- Charismatic

While the leaders are being briefed, team members complete a handout asking them to write down the ten most important qualities/attributes that in their view best describe an effective leader. Leaders now return to their teams with the task and necessary resources and take on their assigned leadership role. They must motivate their teams to design and construct a tower that is scored on both height and creativity/elegance. Cardboard cups and card are provided.

Teams then review their own and their leader's performance and compare leadership styles by way of a series of review forms and questionnaires. Which team was most satisfied with their leader? Which team performed best? The pros & cons of different leadership styles are discussed and conclusions reached.

### Pack contents

- Trainer's Notes
- Leaders' Briefs (1-4)
- Handout 1: Leadership Qualities
- Handout 2: Observer's Form
- Handout 3: Individual's Response
- Scissors and Sticky Tape
- Card & Paper Cups

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 (or you can purchase the digital files only and source the set of resources yourself).

### 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

Courses that cover basic ideas about what leadership is all about and which styles are most effective.

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## Customer reviews



I used Leadership Style with three teams of five - each having a leader with a different style. The results were slightly unexpected and led to a *great debate* on the difference between leaders and managers. Great feedback from participants about the *usefulness* of the session.

R Street, Independent Consultant



We used the activity to show how different leadership styles can influence a team's motivation, performance and success. We had a *very good* experiment. It *engaged teams* and *energized* them. We also used the activity in a petroleum company for a Motivation workshop and it was successful there too.

Amir Hossain Gholamalipour, Faran Co, Iran



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

- Introduce the activity.
- Allow time for teams to choose a leader (or you, the Trainer, select).
- Take the elected leaders aside and issue them with their Leadership Style Brief including their task as team leader.
- Allow leaders time to familiarise themselves with the style and the task.
- Meanwhile issue the Leader Attributes Form to teams, to complete.
- The leaders now return to brief their teams.
- Observe the teamwork: motivation levels, atmosphere, attitude, effectiveness etc. Make notes that will be useful for the Debrief on how the different leadership styles impact on team performance.
- Lead a Debrief to discuss the learning outcomes and key lessons.
- Relate the lessons to the workplace.

## Northgate says...

Teams thoroughly enjoy this light-hearted activity, filled with serious learning! Makes a great introduction to any leadership course.

## Ordering is easy!

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sales@northgatetraining.co.uk

## Fast delivery

Digital files are accessed via our online Trainerhub and hard copy packs are 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

