

## Leadership Challenge

### Participants will learn:

- the role of a leader
- that leadership can have different styles
- qualities of good leadership
- ways to motivate a team
- leaders cannot, and should not, do it all
- the importance of keeping a team on-side
- the value of effective team management (in briefing, checking understanding, having clear objectives and reviewing progress)

 2 hours + debrief

 3-24 (up to four teams of 3-6 per team)

 Staff at any level

 £450 ex vat

 none

Choose a leader and watch what happens in the 'Scottish Highlands'! A dynamic, table-top simulation, ideal for all leadership courses, for assessing leadership skills and styles - and team roles.

Start by electing a team leader. While the leader is being briefed, you (the rest of the team) define a good leader. Leaders return to brief you in 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 timeframe and budget. Some information such as walking speed and sketch maps you have but you will need to request more from the databank: ferry times, accommodation details etc.

Leaders should aim for a carefully constructed plan that keeps everyone on board, fits the constraints and picks up as many points as possible. Will they 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? What is their style? Do they support, motivate, inspire their team and ultimately succeed in the task?

Finally plans are (easily) checked and a final score determined. Did you win? How well did your leader match your definition? How good is your definition of what makes a good leader? Lots to talk about!



### Revised Edition

This revised, updated edition does NOT require the use of a computer and printer. The sketch maps have been enhanced so as to eliminate the need for OS maps (where information changes with every new edition, over which we have no control!).

## Leadership Challenge

### Trainer's Role

- 1 Ask each team to nominate a leader. Take the leaders to an area and give them the briefing papers which they can study but cannot take back to their teams.
- 2 Meanwhile the teams are drawing up a profile of what makes a good leader. Leaders return to their teams and brief them – from their notes.
- 3 Observe teams in action.
- 4 After the activity lead a Debrief supported by the full Trainer's Notes. Finally, announce the results and the winning team.



### Testimonials

“ Maureen Tallis, HR Dept, Aggregate Industries UK Ltd  
Used as part of a “Performance MOT” course with junior/middle managers. It highlighted the role of a leader in a complex task. The activity was different, challenging and fun.

“ Jenny Aspland, Barnardos  
An excellent tool to develop leadership and teambuilding skills in an exciting and innovative manner. A good opportunity to experience real self-learning.

“ Mike Hobbs, Eastwood Consulting  
A very powerful vehicle for covering different styles of leadership and the key points of teamwork. Simple to use, effective and fun.

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

### Pack Contents

- Trainer's Notes
- Leader's Folders
- Sketch Maps
- Information Sheets
- Routes Cards
- Route Planner Forms
- Handout: What Makes a Good Leader?
- USB containing PowerPoint presentation & PDF files of reprintable resources

### Purchasers

Abbey National  
The Body Shop  
Reuters  
Shell  
Sony UK  
Ernst & Young  
Mitsubishi  
Borough of Blackburn  
HM Treasury  
Hilton Hotels  
Environmental Resource Management  
SIG Plc

### Ordering

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Delivery UK usually next working day, elsewhere 1-6 working days depending on location