

Relevance

Your leadership style affects the motivation and performance of those around you.

Learning objectives

By the end of the session, participants should be able to:

- Identify different leadership styles
- Adapt leadership styles to fit situations

Before the session

- Ask participants what they would like to gain from the session and use their comments to customize its content.
- Consider how you will facilitate the session and adjust it for your audience.
- Think of an opening activity that will grab participants' attention and other ways to keep the session interactive.
- Prepare any materials you will need for the session.

During the session

- Welcome participants and introduce yourself.
- Review learning objectives.
- Highlight these key messages:
 - Effective leaders inspire and motivate club members and employees to reach their goals and stay engaged in the organization.
 - Different situations require different leadership styles. Some leadership styles include:
 - Transformational: Inspires people toward a new set of shared dreams
 - Servant: Emphasizes a leader's duty to serve followers
 - Coaching: Focuses on developing people and helping them improve performance
 - Affiliative: Highlights cooperation and harmony in a group
 - Participative: Draws on people's knowledge and skills and creates a group commitment to goals
 - Pace-setting: Sets a high standard for performance and focuses on doing things better and faster
 - Effective leaders switch between these styles based on the situation.
- Use discussion questions to boost conversation:

- How do you like to be led?
- Which leadership style do you most identify as your own?
- What leadership style do you use in Rotary versus your profession?
- What other types of leadership styles have you experienced?
- How does leading differ from managing?
- Have you experienced ineffective leadership? What happened?
- Lead one of the activities below.
- At the end of the session:
 - Take questions from participants.
 - Review the learning objectives to make sure they've been achieved.
 - Ask participants to write down one idea they'll use from the session.

Activities

1. Purpose: Identifying leadership qualities
 - Allow 20 minutes for this activity.
 - Explain that you will divide participants into pairs. Each pair will describe exceptional leaders they have worked with or know about. Then, each pair will list the top five qualities that made the leaders effective.
 - Divide participants into pairs to start the discussions.
 - Once discussions end, ask pairs for their top two traits of effective leaders and write them on a flip chart.
 - After the list is complete, ask the group if any traits are missing.
2. Purpose: Adapting leadership styles
 - Allow 20 minutes for this activity.
 - Use these sample scenarios or consider your own:
 - Scenario 1: The company you help lead is growing faster than expected and plans to restructure. As a member of the executive committee, you will influence the outcome. But you don't know yet how the restructuring will affect your team members, who are worried about the changes.
 - Scenario 2: You volunteer to be the lead organizer of a service project for your club. Several other members volunteer to help, but you still need more volunteers to finish the job.
 - Explain that each group of participants will have a different scenario and ask:
 - How would you handle the situation?
 - Which leadership style would you use and why?
 - Divide participants into groups of three or four.
 - Ask each group to present its scenario and outcome.