**Developing your leadership style**

**Activity book**

**Introduction activity**

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Please write your definition for leadership.

Section 1a Activity – What is leadership?

Conduct research into 3 different leadership theories.

1. Write a summary of the key principles of each theory.
2. How do they resonate with you?
3. What can you take from this research to develop your leadership?

Write key reasons why

* Leading performance
* Engaging with staff is essential as a leader

Name an effective leader of your choice (within your organisation/ past employer/ a historical figure/ within sport/ business)

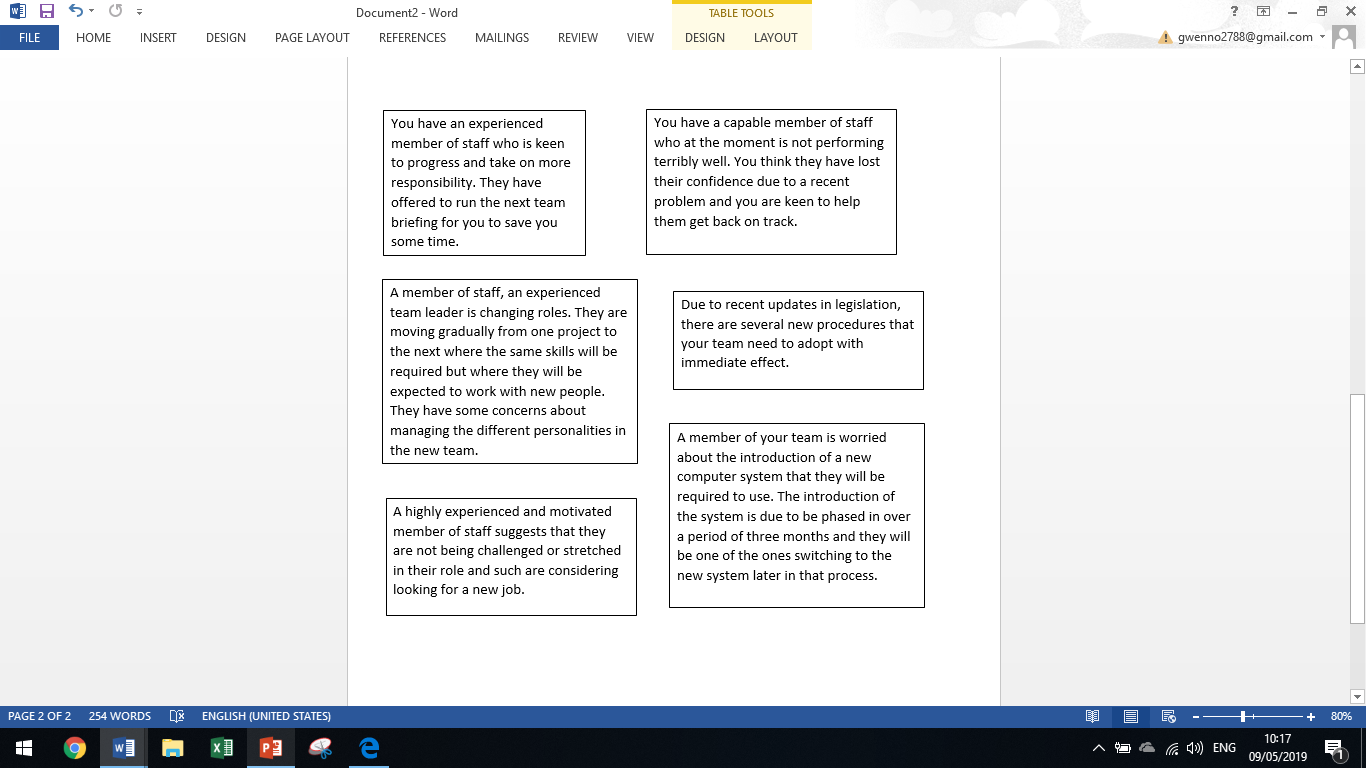
In your opinion, what makes this leader effective?

What traits do they have which support their effectiveness as a leader?

Section 1b – Situational Leadership

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Please use the Blanchard and Hersey situational leadership curve to decide which style would be most suitable for each of the examples below.



Following the activity above, please describe **two** situational changes to your workplace/team/self that have had an impact on your preferred leadership style and its effectiveness (positive or negative).

Evaluate each situation to examine what factors were at play in the situation and how this impacted your leadership behaviour.

*You could consider: How the situation/factors impacted your leadership effectiveness? Why your leadership effectiveness changed? What behaviour you displayed? Could this behaviour have been different? What you have learned through this situation? How might you approach the situation differently if it was to arise in future?*

Example 1

Example 2

**Section 2 Activity – Who am I?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Using the results from the leadership questionnaire and personality test, please write a summary of findings below.

**Summarise results from the personality test(s).**

**Summarise results from the leadership style questionnaire(s).**



**Summarise weaknesses/ areas for development**

**Summarise strengths:-**

Following the summary above, please complete a reflection to assess the effectiveness of your leadership style and the impact for yourself and the organisation.

Things to consider:-

*How accurate do you think the results are? What have you learned from completing the questionnaires? Do you think you should be embracing other styles? What impact is your leadership style having on your team? Are there any drawbacks? How can the results be used for your own development?*

**Section 3 Activity – SWOT analysis and Personal Development Plan**

Using all the information and reflection from above, complete a personal SWOT analysis on where you perceive your leadership skills, capabilities and experience to be.

|  |  |
| --- | --- |
| Strengths (Internal) | Weaknesses (Internal) |
| *What do I do well? What are the strengths of my leadership style/ personality type? What works well for you as a leader?* | ***What are my areas for development? What are the drawbacks of my leadership style/ personality type that I could mitigate? What are my barriers?*** |
| Opportunities (External) | **Threats (External)** |
| *Are there any changes/ opportunities which would enable you grow and develop your leadership?* | ***What is on the horizon that may challenge your development as a leader?*** |

**Personal Development Action Plan**

Use the activities you have completed through this unit to identify areas where you could improve your leadership approach. From this, formulate an Action Plan to develop your own leadership styles.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Area for development (Goal) | Specific action to be taken  (Objective) | Benefits of development (How will this improve your leadership and management) | Success Criteria  (How will you know you have been successful in achieving the objectives) | Target date | Monitoring and Review  (How will you monitor and review your progress) |
|  |  |  |  |  |  |
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