

Pre-Immersion - Introduction to Leadership I

Module One – Defining Leadership

SLO 1

Evaluate the characteristics and qualities of effective leadership based on basic principles of leadership

- ✓ I can define leadership based on basic principles of leadership.
- ✓ I can describe the characteristics and qualities of a good leader.
- ✓ I can evaluate my personal leadership characters and qualities.

Key Understandings

- In order for teams/groups to be effective, some form of leadership is needed.
- Effective leaders have particular characteristics and skills.

Activity One: Defining Leadership

- What is leadership and why do we need leaders? Develop a group definition to present to the class.
- What individual characteristics define effective leaders? Think of a leader that you can identify in your own life. What characteristics do they possess? Share with your group.
- As a group, complete the “Elements of a Leader” activity. Try to find one characteristic, quality or attribute for each element. For example, the first symbol is H, which could stand for “honesty”. Element #33 is As which could be a leadership element of “always sensitive”.
- Alternately, your group can identify 20 key characteristics of an effective leader.

The Elements of Leadership

# symbol	# symbol	# symbol	# symbol
1. H _____	29. Cu _____	57. La _____	85. At _____
2. He _____	30. Zn _____	58. Ce _____	86. Rn _____
3. Li _____	31. Ga _____	59. Pr _____	87. Fr _____
4. Be _____	32. Ge _____	60. Nd _____	88. Ra _____
5. B _____	33. As _____	61. Pm _____	89. Ac _____
6. C _____	34. Se _____	62. Sm _____	90. Th _____
7. N _____	35. Br _____	63. Eu _____	91. Pa _____
8. O _____	36. Kr _____	64. Gd _____	92. U _____
9. F _____	37. Rb _____	65. Tb _____	93. Np _____
10. Ne _____	38. Sr _____	66. Dy _____	94. Pu _____
11. Na _____	39. Y _____	67. Ho _____	95. Am _____
12. Mg _____	40. Zr _____	68. Er _____	96. Cm _____
13. Al _____	41. Nb _____	69. Tm _____	97. Bk _____
14. Si _____	42. Mo _____	70. Yb _____	98. Cf _____
15. P _____	43. Tc _____	71. Lu _____	99. Es _____
16. S _____	44. Ru _____	72. Hf _____	100. Fm _____
17. Cl _____	45. Rh _____	73. Ta _____	101. Md _____
18. Ar _____	46. Pd _____	74. W _____	102. No _____
19. K _____	47. Ag _____	75. Re _____	103. Lr _____
20. Ca _____	48. Cd _____	76. Os _____	104. Rf _____
21. Sc _____	49. In _____	77. Ir _____	105. Ha _____
22. Ti _____	50. Sn _____	78. Pt _____	106. Sg _____
23. V _____	51. Sb _____	79. Au _____	107. Ns _____
24. Cr _____	52. Te _____	80. Hg _____	108. Hs _____
25. Mn _____	53. I _____	81. Tl _____	109. Mt _____
26. Fe _____	54. Xe _____	82. Pb _____	
27. Co _____	55. Cs _____	83. Bi _____	
28. Ni _____	56. Ba _____	84. Po _____	

Summative Assessment: What is Leadership? What are the Characteristics of Effective Leaders?

Option One Leadership Interview Assignment

1. Select a school, family, or community leader to interview. This person should be someone that is respected and viewed as an effective and/or exemplary leader in an organization. Approve your leader with your teacher prior to moving to the next step.
2. Contact the leader and determine a date and time for the interview. This should be an in-person or phone interview but not an e-mail interview. It is important for there to be dialogue between both parties rather than sending a list of questions through e-mail.
3. Look at the list of questions provided and create three of your own questions you would like answered. Questions should be open-ended (require more than a one word answer) and relate to the Five Practices of Exemplary Leadership, specifically enable others to act.
4. Conduct the interview and take notes. Be sure to include the date, time, and location of the interview.
5. Write a one-page reflection on what you learned from your leadership interview. This should not be a repeat of the question/answers asked in the interview, but an overview of what you learned and how you can use this information in your own leadership experiences. Be prepared to share your interview and reflection in class.

Interview Questions:

- What does leadership mean to you?
- What strengths do you believe you have as a leader? Weaknesses?
- What has been your greatest influence as a leader?
- Leaders make other people feel strong and confident. What do you do to help others feel this way?
- Do you feel it's important to delegate? If so, why? When is a good time to delegate?
- What are three or four actions you believe are essential to enable others to be successful?
- What advice do you have for building relationships and trust in an organization?
- Insert your questions here:

Option Two – Personal Written Reflection

- What does leadership mean to you?
- What strengths do you believe you have as a leader? Weaknesses?
- What has been your greatest influence as a leader?
- Leaders make other people feel strong and confident. What do you do to help others feel this way?
- Do you feel it's important to delegate? If so, why? When is a good time to delegate?
- What are three or four actions you believe are essential to enable others to be successful?
- What advice do you have for building relationships and trust in an organization?

Option Three

Create a poem, story, visual or a video that explains one or more characteristic of an effective leader.

Option Four

Research a movie that is known for having a “Leadership Theme”.

Watch the movie and then write a one page summary that explains a minimum of three leadership lessons within the movie.

Option Five

Famous Leader Research

Research a famous leader. Identify their major accomplishments and which personal characteristics they had that enabled them to be successful in their task.

Assessment

5	4	3	2	1
Thoughtful, extensive and thorough. You demonstrate an understanding of the complexity of the concept.	Well thought out. You demonstrate a sound understanding of the concept.	Basic yet accurate. You demonstrate a good understanding of the concept.	General and brief. Your understanding of the concept lacks clarity.	Inadequate and brief.

Module Two – Leadership Styles

SLO 1

Evaluate the characteristics and qualities of effective leadership based on basic principles of leadership

- ✓ I can identify the traits of five leadership styles.
- ✓ I can evaluate my personal leadership characters and qualities.

SLO 3.3

Demonstrate fundamental leadership behaviours and skills while participating in a specific leadership team.

- ✓ I can communicate effectively, practice good interpersonal and personal management skills and empower my team members.

Key Understandings:

- Leaders demonstrate recognizable styles that may vary, based on circumstances.
- A leader generally demonstrates a dominant style. An effective leader will recognize when particular circumstances require a different style, and adjust accordingly.
- Leaders play certain roles and perform certain functions on teams.

RM 3–PS: Survival Game Questionnaire*

Directions/Description

Below you will find 12 questions that deal with different aspects of human survival in a barren region. For each of the 12 questions, you must individually choose the solution that seems best. Try to imagine yourself in the described situation, and remember that you are alone and that you have very limited equipment (unless otherwise indicated). It is autumn, and the days are warm and dry, but the nights are cold.

Once you have individually answered each question, you will review each question within a small group/team. Your group must decide, by reaching a consensus, what is the best alternative for each situation. You must not, under any circumstances, change your individual answers after the team discussion. Individual answers and group answers will then be compared with responses provided.

Questionnaire

1. You have strayed away from your group of friends and are now alone and lost in a forest with neither paths nor roads. You have no special equipment to signal your whereabouts. The best way to alert your friends is to:
 - a. Cry out for help as loudly as possible but in a deep voice.
 - b. Yell as loudly as possible.
 - c. Whistle in a tone as loud and high-pitched as possible.

Individual Answer Group Answer

2. You find yourself in a snake-infested area. The best way to protect yourself from the snakes is to:
 - a. Make as much noise as possible with your feet.
 - b. Walk softly and noiselessly.
 - c. Move only at night.

Individual Answer Group Answer

3. You are lost in a wild region and you are hungry. The best way for you to recognize edible plants (at least those you don't know) is to:
 - a. Try out what the birds are eating.
 - b. Eat all the plants except those that have bright scarlet berries.
 - c. Place a small piece of the plant on your lip for five minutes; if nothing happens, try to eat some.

Individual Answer Group Answer

Continued

RM 3–PS: Survival Game Questionnaire (Continued)

4. The weather is turning warm and dry. You have about one litre of water with you. You should:
- Ration the water and just drink approximately one cup a day.
 - Refrain from drinking before halting for the night; then drink what you think you need.
 - Drink as much as you feel you need because you are thirsty.

Individual Answer Group Answer

5. You do not have any water left and you are very thirsty. At last you arrive at a creek, only to find that its bed is totally dry. The best way to find water is probably to:
- Dig anywhere in the creek bed.
 - Dig underneath plants and tree roots near the edge of the creek.
 - Dig in the creek bed and in the hollow of the bend.

Individual Answer Group Answer

6. You try to leave this barren zone by climbing down ravines where water can be found. Night has arrived. The best place to camp out is:
- Near the water pocket in the ravine gorge.
 - High up on an overhang.
 - At mid-slope.

Individual Answer Group Answer

7. You strayed away from your campsite for a little walk at nightfall. Night starts to come quickly in the forest and, as you turn back toward the camp, your flashlight starts to dim. Then you should:
- Walk as quickly as possible toward the camp with the flashlight on, hoping that it will work long enough so that you can find your way.
 - Place the batteries under your armpits to warm them and then put them back in the flashlight.
 - Light up in intervals of a few seconds in order to recognize where you are and proceed toward the camp in stages.

Individual Answer Group Answer

Continued

RM 3–PS: Survival Game Questionnaire (*Continued*)

8. A snowstorm is keeping you confined to your tiny tent. While sleeping, you have left your portable stove lit. This could become dangerous if the flame is:
- Yellow
 - Blue
 - Red

Individual Answer Group Answer

9. You must cross a river with a very strong current whose bed is scattered with large rocks and rough waters. After having carefully chosen the place where you will cross, you must:
- Cross over with your boots and knapsack.
 - Take off your boots and throw your knapsack over to the opposite bank.
 - Throw your knapsack over to the opposite bank but cross the river with your boots on.

Individual Answer Group Answer

10. When you cross a river with a strong current and you have water up to your waist, you must cross with your body turned:
- Upstream.
 - Toward the opposite bank.
 - Downstream.

Individual Answer Group Answer

11. You find yourself on stony terrain over which you must climb in order to pass. The boulders are moss-covered and slippery. You must climb:
- Barefoot.
 - With your boots on.
 - With your socks on.

Individual Answer Group Answer

12. Upon your return to the campsite, you are surprised by a big bear milling around your tent. You have no weapons. Ten metres from you, the bear rears up on its hind legs. You must then:
- Run away.
 - Climb the closest tree.
 - Remain still, but be prepared to back away slowly.

Individual Answer Group Answer

Continued

Read the following statements and indicate how you would most likely behave if you were the group/team leader, choosing from the following ratings.

A = Always **F** = Frequently **O** = Occasionally **S** = Seldom **N** = Never

+

If I were the group/team leader . . .	A	F	O	S	N
1. I would most likely act as the spokesperson of the group.					
2. Policies would be determined by majority rule.					
3. I would allow members complete freedom in their work.					
4. I would encourage all members to follow the rules.					
5. I would permit members to use their own judgment in solving problems.					
6. I would stress being ahead of competing groups.					
7. I would use group brainstorming as a way to come up with new ideas.					
8. I would expect input from everyone on how best to get a job done.					
9. I would try out my ideas in the group.					
10. I would let the members do their work the way they think best.					
11. I would be working hard for personal recognition.					
12. Meetings would be chaired in rotation, so everyone had a chance to chair.					
13. I would let people work out their own differences.					
14. I would keep the work moving at a rapid pace.					
15. I would turn the members loose on a job and let them go to it.					
16. I would settle conflicts when they occur in the group.					
17. People would sign up for tasks depending on what they enjoyed doing.					
18. I would represent the group at outside meetings.					
19. I would be reluctant to allow the members any freedom of action.					
20. I would decide what should be done and how it should be done.					
21. I would push for increased productivity in assigned tasks.					
22. I would give authority to only those members I felt I could control.					
23. Things would usually turn out as I had predicted.					
24. I would allow the group a high degree of initiative.					
25. I would assign group members particular tasks.					
26. I would be willing to make changes.					
27. Problem solving would be handled by the group as a whole.					
28. I would trust the group members to exercise good judgment.					
29. I would schedule the work to be done.					
30. I would refuse to explain my action.					
31. I would persuade others that my ideas are to their advantage.					
32. I would permit the group to set its own pace.					
33. I would urge the group to beat its previous record.					
34. I would act without consulting the group.					
35. I would ask that group members follow standard rules and regulations.					

Module Two – Summary Assignment Leadership Styles – Complete the Chart.

Leadership Style	Research/Definition	Where might this leadership style be very effective? Why?	Where might this leadership style be very ineffective? Why?	Have you seen this leadership style in action? Discuss.
Democratic				
laissez-faire				
Transformative				

Inclusive				
Authoritarian				

Think about how Leaders Emerge in a Group:

▪ **Qualified:** Some people become leaders because they achieve the necessary certification or credentials for a position. They may otherwise meet established criteria or prerequisites that persons in authority over them associate with the leadership position. *Examples:* lifeguard, teacher

▪ **Merited:** Some people become leaders primarily through faithful and enthusiastic participation and competent performance over time. These leaders may be considered to have “paid their dues.” *Examples:* Olympic flag bearer, captain of a high school football team

▪ **Captured:** Some people become leaders by campaigning for a position, being “political,” or otherwise manoeuvring themselves into a position. Leaders in this category may also take possession or seize the position through positive or negative means. *Examples:* school principals, city mayor, dictator

Identified: Some people become leaders because they possess personal or professional qualities that are recognized as beneficial and undeniable, and are appropriate for meeting the team’s needs at a particular time. *Examples:* project manager of a business, military general

▪ **Defaulted:** Some people become leaders simply because other team members are unwilling or unable to accept the position or responsibility. *Example:* someone in a small discussion group needs to lead the discussion

Survival Scenario Reflection

Having learned about the five major leadership styles, think about how you responded to the group Survival task. What was your role? What did you do? How did you feel about your role and the group process?

What leadership roles are present in team situations?

Did you see any of the five leadership styles emerge? Were they effective? Explain.

Module Two Assessment

5	4	3	2	1
Thoughtful, extensive and thorough. You demonstrate an understanding of the complexity of the concept.	Well thought out. You demonstrate a sound understanding of the concept.	Basic yet accurate. You demonstrate a good understanding of the concept.	General and brief. Your understanding of the concept lacks clarity.	Inadequate and brief.