

LEADERSHIP AND LEADERSHIP STYLES

Why we are here today / Expectations

The purpose of this session is to introduce the audience to modern organizational leadership.



List of topics

- What is modern leadership?
- What value does management by objectives have for business?
- What are the differences in the social responsibility of business men and women?
- What is corporate social responsibility (CSR)?
- What are the benefits of teamwork?



Learning points

(as in syllabus/ theoretical part)

- Introduction to the topic of modern leadership,
- Assimilation of issues related to the idea of management by objectives,
- Recognize the differences in personal responsibility between businessmen and women,
- Increased knowledge of how the team works,
- To explore issues related to corporate social responsibility (CSR),
- Deepen knowledge of methods related to interpersonal competence, teamwork and participation.



Main activities / structure of the session

(theoretical, practical,...)



Presentation of the theoretical part



Short discussions and talks on a given topic



Activity 1: Strengths and weaknesses of the business woman (SWOT analysis)



Activity 2: Silent brainstorming: waste segregation.



Break



Activity 3: Social campaign in local environment for ecology.



Questions and wrap up session



Evaluation

What are you expected to produce (list of concrete outputs)

- ☐ You will learn what modern leadership is, what the idea of management by objectives is all about;
- ☐ You will expand your knowledge of teamwork and corporate social responsibility (CSR);
- ☐ You will reflect on the differences in corporate social responsibility between men and women.



Overview on the theoretical part

LEADERSHIP AND LEADERSHIP STYLES

Management by Objectives

5 steps:

1. Revise organizational goals
2. Set employee goals
3. Monitor
4. Assess
5. Reward



Benefits for the organization

- significantly improves the planning of activities of the entire team or organization in the short and long term;
- allows you to set priorities;
- MBO introduces a transparent organizational structure and accountability for individual goals.



The personal responsibility and accountability of the (female) entrepreneur

- support programs for women
- training preparing to perform a new function in the organization (manager, entrepreneur)

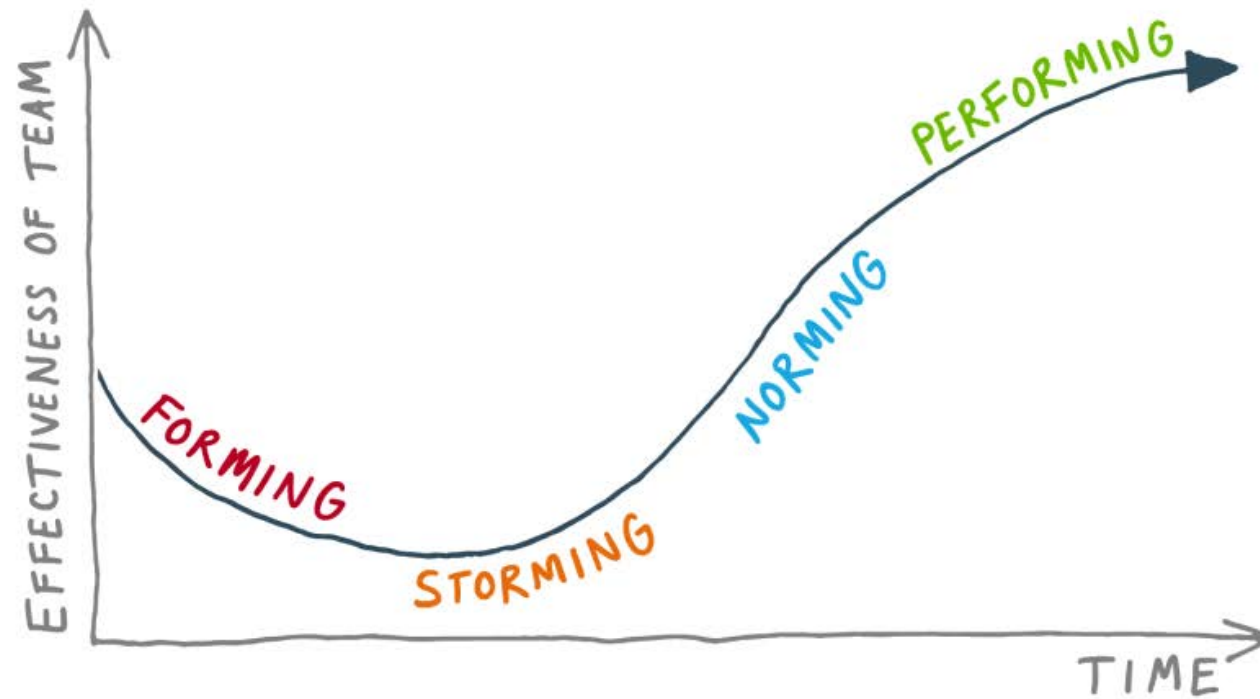


Leadership, success in teams and collaborative dynamics

STAGES OF TEAM DEVELOPMENT

SOURCE: BRUCE TUCKMAN

LEAD
50 models for success

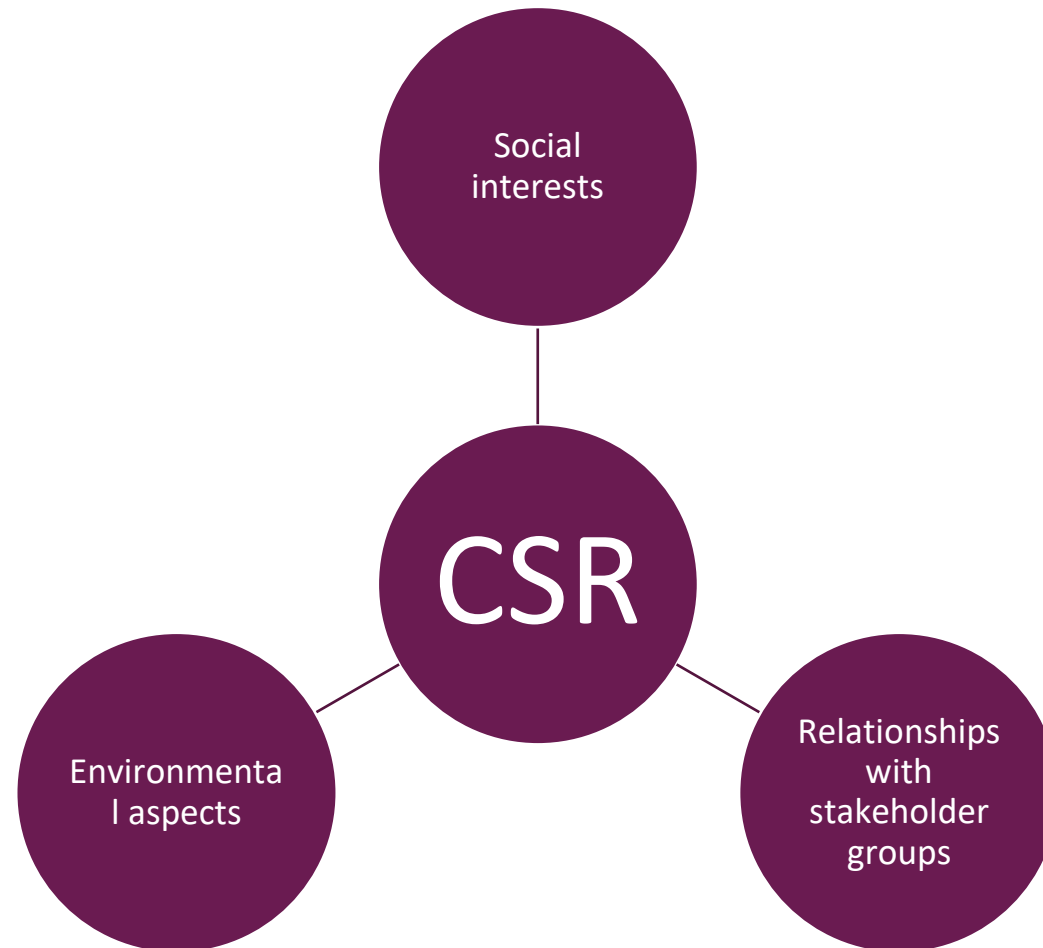


An effective and efficient team



- It has a leader.
- It has clear goals.
- Has established responsibilities for team members.
- Has an established team structure.
- It has its own rules.
- Has established procedures for communicating within the team.

Corporate social responsibility and environmental safety



CSR Tools

- Community Campaigns.
- Management Systems.
- Social Reports.
- Environmental Activities.
- Activities for the local community.
- Product labeling.
- Supply chain management.
- Employee Programs.
- Employee Volunteering.



Methods related to interpersonal skills, teamwork and participation



Team soft skills:

- communicativeness,
- creativity,
- ability to work together,
- managing yourself over time.

Methods of soft skills development among employees

- Interpersonal workshops
- Coaching - personal and professional development
- Individual employee development
- Team building trips - the way to a harmonious team
- Friendly common area in the workplace



Overview on the practical part

LEADERSHIP AND LEADERSHIP STYLES ACTIVITIES

What we will achieve today

- ☐ Modern leadership;
- ☐ The idea of management by objectives;
- ☐ Teamwork;
- ☐ Corporate Social Responsibility (CSR).

Activity 1: Strengths and weaknesses of a business woman

- The class instructor introduces the assignment in detail. He talks about the role of mentors as advisors.
- Participants give ideas and they are written on the board (15 min.).
- Mentors are included to make selections of the material collected.
- Mentors' comments in relation to the material selected and the problem of personal responsibility in business for women and men.
- Summary: Discussion: opportunities and threats of women's leadership in business.
- Evaluation: mentors discuss the effects of the exercise.

Activity 2: Silent brainstorming: waste separation

- Divide participants into groups of 4-5 people.
- The trainer explains what the task is. Each group has the same task: to silently, without speaking, perform the task of solving a problem: convincing people to segregate waste (15 min.).
- During the task, each group is assigned a mentor (there can be 2-3 mentors). Their job is to follow up on the task
- Summary: Mentors discuss the performance of each group. They evaluate the teamwork.
- Evaluation by mentors: assessing participants' on-the-job performance and exercise effectiveness.

Activity 3: Social campaign in local environment for ecology

- Group breakdown.
- Identify who mentors each group.
- Discuss the exercise thoroughly. Each group determines the goals of the campaign, the audience, and chooses on their own what form the campaign will take and in what media.
- Discuss the role of mentors: advising and evaluating the exercise.
- Team representatives discuss the results of their work.
- Summary by trainer: to what extent the presented campaign designs meet the requirements of social campaigns.
- Evaluation by mentors: How did the team work and will the social campaign be effective?



For more information visit

<https://the-fitproject.eu/>

