LEADERSHIP THEORIES AND STYLES - EXERCISE

LEADERSHIP ROLE MODELS

Connecting with your experience (there is a template for this exercise)
- Make a list of those who have been the significant "leaders in your life".
- List down the lessons you learned from them. Think about:
    - The things they did and how they organised their time
    - Their behaviour in doing things
    - How they made you feel
    - How they treated others (superiors, underlings, people outside the organisation/unit)
- How did you relate to each of the leaders? Which style did you personally prefer?

Changing the perspective
- Now think if you would be on someone else's list. How would they describe the leadership style that you personally follow while exercising your functions? What would others say and how would they feel about your style?

PREFERRED STYLE OF LEADERSHIP

What styles of leadership are called for in each scenario?
Based on the variety of leadership styles you may be familiar with (autocratic, democratic, transactional, laissez-faire, transformational,...) look at the list below and decide what type of leader would be more convenient for each situation.

Note: If you are not familiar with the different leadership styles, think about concrete behaviors that would be useful for each scenario or look into the input section before you do this exercise:

- An emergency response to a terrorist attack on a popular tourist hotel
- A team of advertising professionals developing a new product campaign
- A medical unit involved with a complicated brain surgery
- A group of co-workers organizing an end-of-year party
- A department of university professors on a curriculum committee
- A parish of working people whose population is shrinking and aging
- An organization in the midst of a merger
- A project in danger of missing key milestone dates
- An NGO delivering refugee aid across several regions
- A Jesuit/lay community discerning an apostolic response to emerging regional needs

ADDITIONAL EXERCISES

There are additional exercises in the handout (they require reading the input document previously)