



VENTURING • BSA

Synergism Module 4 - Potato City Council

Learning Objectives At the end of this session, each participant should be able to:

- Describe different leadership styles and situations where each would be most appropriate
- See the need for a leader to be flexible and sensitive

Preparation Set up a room with five chairs behind a table in a city council type format. Place remaining chairs facing the table.

Materials Needed One copy of a role play sheet for each actor (see appendix P)
Ten name cards to place on the table
Flip chart or chalkboard

Introduction Select five of your most outgoing Venturers to be actors in this activity. Do not explain that this exercise is about leadership styles.

Activity Distribute one role play instruction sheet to each actor and ask them to leave the room for 10 minutes to read over and briefly plan out their part.

The five actors should not meet as a group and plan. They should meet individually. Do not explain to the actors that this exercise is about leadership styles.

While the actors are out of the room, arrange the room with a table in front, five chairs behind the table, and each actor's real name on a name card on the table.

Before the actors return, the remaining Venturers make five additional name cards with the titles listed below. Keep these name cards hidden from the actors. Do not write the leadership style on the name card.

Briefly discuss the leadership styles that each title illustrates. Ask the Venturers in the audience to evaluate during the city council meeting the leadership styles of the actors.

<u>Title on Name Card</u>	<u>Leadership Style</u>
Dictator	Telling
Persuadator	Persuading
Delegator	Delegating
Consultator	Consulting
Participator	Joining

Invite the actors back in the room. Have them sit behind their name cards and begin the role play.

Announce to everyone that this is a meeting of the Potato City Council. Without any other comment, tell the actors to begin.

During the Potato City Council meeting, the actors will attempt to portray the suggested role given to them in the instructions. Allow the role play to continue for 15 minutes.

After the role play, thank the actors and have them remain in their seats in the front of the room.

The Venturers in the audience then meet in a quick huddle and decide as a group which actor deserves which title. Then replace the actors' name cards with the title name cards.

See appendix Q for the answers. Share the answers with the entire group.

Reflection/Instruction Prepare a flip chart or poster with the five styles of leadership:

Five Styles of Leadership

Telling
Persuading
Consulting
Delegating
Joining

Styles of Leadership

Ask:

Which of the actors displayed the "telling" style of leadership?

Ask the actor that had role play No. 3, "Did you feel comfortable in this role?"

In the telling style of leadership, who identifies the problem, makes the decisions, and directs the activity? (The leader)

Are the group members considered in decision making? (No)

When is telling the right leadership style?

- In case of emergency (There's no time for a group decision.)
- When the leader is an expert (and the group recognizes it).

Who was the actor that portrayed "persuading"? (Role Play No. 1)

How is persuading different than telling? (Telling demands that the group does what the leader wants. Persuading gets the group to agree with the leader.)

When is persuading or selling the right leadership style?

- When the leader knows more about the situation than the group does
- When the leader wants the group's enthusiastic participation
- When the crew leadership has made a decision that must be sold to the crew.

Which actor portrayed the "consulting" style of leadership?
(Role Play No. 4)

Is the group getting more involved in the decision with this style?

When is the consulting style best used?

- When the leader doesn't know what to decide and needs the group's help
- When the leader wants to be sure the group's desires are represented
- When the leader want to know who is for and who is against the idea before making the decision
- When the leader wants to involve group members in the decision so they will carry it out with enthusiasm

Which actor used the "delegating" style of leadership? (Role Play No. 5)

When is delegating the right style of leadership?

- When the leader wants to be sure the group is fully involved
- When the leader honestly doesn't know what decision to make
- When the leader wants an individual or the group to gain experience
- When someone else can do the job better than the leader

Which actor portrayed the “joining” leadership style? (Role Play No. 2)

Do you think that joining is really not leadership at all? (It is leadership— the leader considered the resources of the group and made the choice to join.)

When is joining the right kind of leadership?

- When the leader wants full team participation
- When the leader wants to give full authority to the group
- When the leader wants the group to decide by consensus
- When the leader wants to be “one of the gang” — which may not be desirable

Is one style of leadership appropriate for all occasions?

A good leader must be flexible and sensitive to each situation and adjust leadership styles accordingly.

End of Session