

“Act and develop your Leadership Skills”

Project funded by Erasmus+ Programme of the European Union



Project “Act and develop your Leadership Skills”, with the participation of 7 partners and a total duration of 8 months (June 2017– January 2018) took a place in Kassel/Germany. Part of the project was a youth exchange with the same title which was from 25 September to 3 October 2017.

Project Summary

Leadership

The main aim of YE is to develop leadership skills and empower youth from different minority groups, to boost them with more possibilities and opportunities for active participation. Acquisition of competences (knowledge, skills and attitudes) in order to improve personal development and employability.

Methodology

All working activities aim at fostering intercultural learning and exchange between participants from diverse backgrounds. The methodology include formal and non-formal education tools such as thematic workshops, simulation games, role play, plenary debates, interactive lectures, audio-visual presentations, small and large group discussions, self-assessment and more.

Main Topics

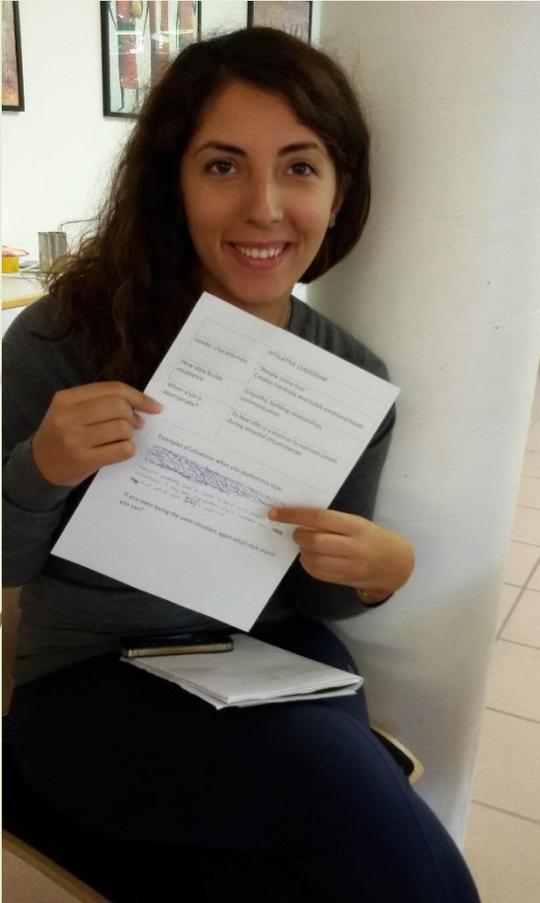
- INTRODUCTION TO LEADERSHIP
- GROUP-BUILDING, TEAM WORK
- BRAINSTORMING ACTIVITIES
- DEBATES
- LEADERSHIP VS. MANAGEMENT AND GOVERNANCE
- LEADERSHIP STYLES
- DECISION MAKING and COACHING
- LEADERS AND MINORITIES
- INTRODUCTION TO ERASMUS+
- THE EUROPEAN CERTIFICATE "YOUTHPASS"
- SPEAKING & PRESENTATION SKILLS
- THEATRE AND INTERACTION
- ACTIVE LISTENING
- MASTER SUPPRESSION TECHNIQUES
- CONFLICT SOLVING
- FUTURE PLANNING & INFORMAL CONTACT MAKING
- VISIBILITY, DISSEMINATION & EXPLOITATION OF PROJECT RESULTS
- EVALUATION (REFLECTION GROUPS, MID-TERM, FINAL)

6 Types of Leadership by Goleman

During the Youth Exchange “Act and develop your Leadership Skills”

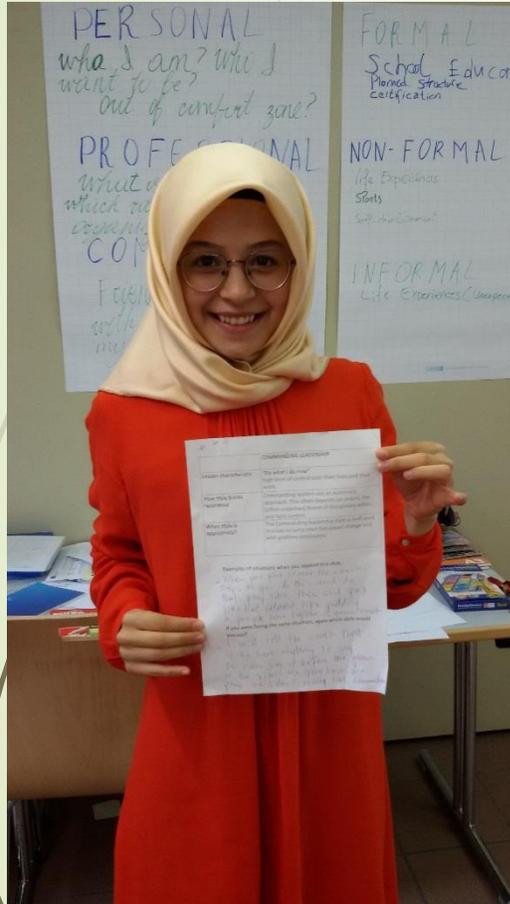
the participants had the opportunity to work in teams on six different leadership styles and to present their work in the plenary.

AFFILATIVE LEADERSHIP



Leader characteristics	“People come first” Creates harmony and builds emotional bonds.
How style builds resonance	Empathy, building relationships, communication
When style is appropriate?	To heal rifts in a team or to motivate people during stressful circumstances

COMMANDING LEADERSHIP



Leader characteristics

**“Do what I do now”
high level of control over their lives and their work,**

How style builds resonance

Commanding leaders use an autocratic approach. This often depends on orders, the (often unspoken) threat of disciplinary action, and tight control.

When style is appropriate?

The Commanding leadership style is best used in crises to jump-start fast-paced change and with problem colleagues.

COACHING LEADERSHIP



Leader characteristics

“Try this”. Develops people for the future. This style has a positive impact. It establishes rapport and trust, and increases motivation, Focus more on personal development.

How style builds resonance

Developing others, empathy, self-awareness

When style is appropriate?

To help a colleague improve performance or develop long-term strengths

DEMOCRATIC LEADERSHIP



Leader characteristics

Superb listener, team worker, collaborator, influencer

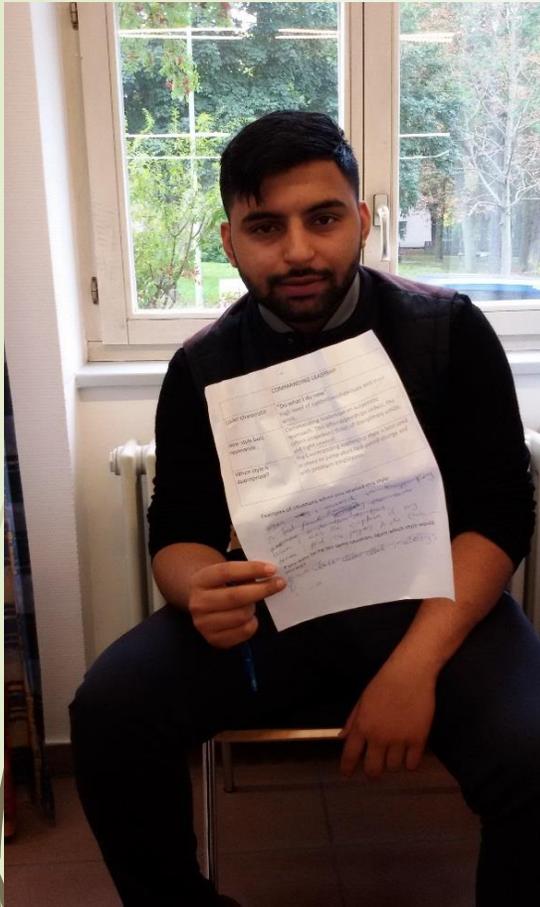
How style builds resonance

Values, people's input and gets commitment through participation

When style is appropriate?

To build consensus or get valuable input from employees

PACESETTING LEADERSHIP



Leader characteristics

**“Do as I do now”
Conscientiousness, drive to achieve,
initiative**

How style builds resonance

Sets high standards for performance

When style is appropriate?

To get quick results from a highly motivated and competent team

VISIONARY LEADERSHIP



Leader characteristics

Inspiring, encourage, empathy.

How style builds resonance

Positive results, initiative

When style is appropriate?

When your organization needs a new vision or a dramatic new direction, or for helping your team to manage change

BOSS or LEADER



During the project participants had the possibility to create statements on how they understand who is a BOSS and who is a LEADER.

Statements

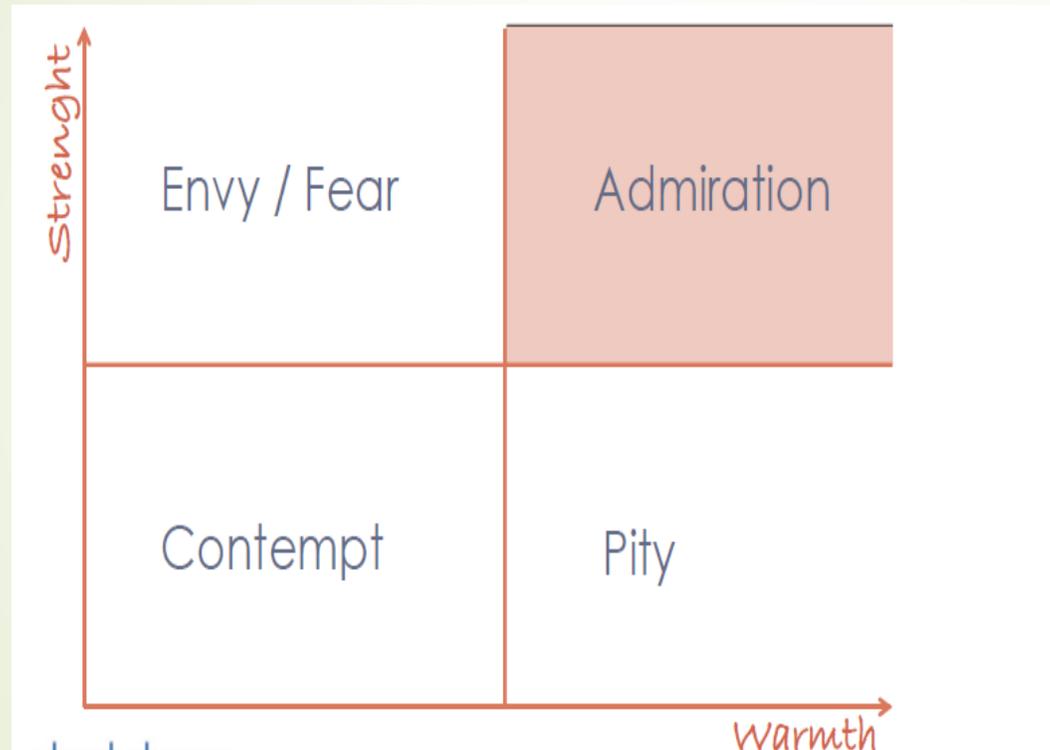
of young LEADER

- This statement is for everyone with no limits of age, race and culture;
- set a goal, fight for what you believe and trust;
- try to understand what your fears are and to fight with them if they are an obstacle for my dream;
- share the ideas and ask for feedback;
- improve communication skills;
- be brave to make changes;
- be tolerant and fair;
- Believe that change is possible even if others say “no”.

“being a BOSS”

- Making orders;
- sees himself in higher position;
- arrogant;
- dominant;
- always responsible for the decisions;
- making decisions rationally not emotionally, without motivation;
- point the others about their responsibilities;
- commanding;
- no self-critic;
- no empathy to the team.

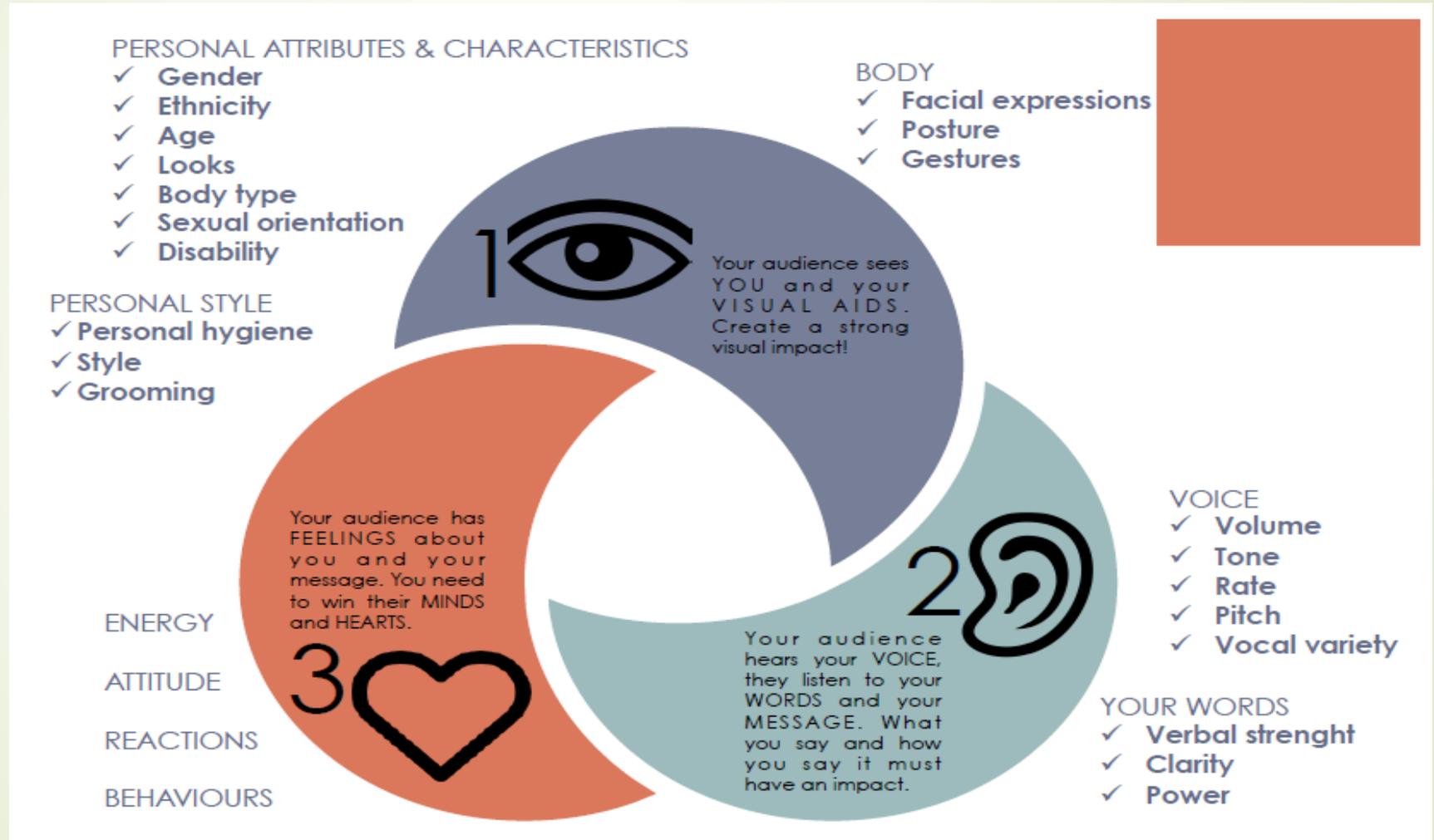
Strength and Warmth in you!



“Best leaders project high Strength and high Warmth”

Alena Huberova

First Impression matters!





“Amazing leaders of Kassel” 😊

