

Module : Leading with target in mind

AMOUNT	
Amount of hours	2
Amount of minutes	90

Definition and Description of the Module	
	Leading with target in mind is one of the most important competencies of the successful manager. Good organizations convey a strong vision of where they will be in the future. Leader has to get people to trust him and to be sold on his vision. Results-oriented leaders are focused on making things happen.
Aims	
	The module „Leading with target in mind“ aims at explanation of target orientation competence, leadership itself, the process of target oriented leadership and provides practical examples and activities which allow to apply new skills in daily business.
Topic/Theme	
	Target orientation Leadership Leading with target in mind Tips and activities
Forms/ Methods of teaching	
	<input type="checkbox"/> Seminar <input type="checkbox"/> Business game <input type="checkbox"/> Plenum <input type="checkbox"/> Teamwork <input type="checkbox"/> Individual work
Materials/Media	
	1 x A1 white paper sheet in each group Markers Three sets of five task materials/instructions Chronometre Small prize
Time and effort	
	<input type="checkbox"/> High <input type="checkbox"/> Middle <input type="checkbox"/> Low
Number of participants	
	To be arranged
Infrastructure/ Room requirements	
	Seminar room equipped with projector
Comments	

Tutorial: Leading with target in mind: Mind map

Task:	Find an interesting issue and draw a Mind Map
Material:	1 x A1 white paper sheet in each group Markers
Group size:	Up to lector
Strukture:	Group participants
Terms and conditions of mind map drawing:	http://www.moletv.org.uk/watch.aspx?v=R6YLE
Time:	30 min.
Assessment:	The most logical Mind map
Evaluation:	
Feedback:	How was the group work organized? Was the work structure correct? Did a leader naturally appeared in a group? Was he/she result oriented? Was there a tension in a group? What helped to solve it? How were the decisions made?

Tutorial: Leading with target in mind: Be a leader with target in mind

Task:	Different tasks; for each task there is a group leader
Material:	Three sets of five task materials/instructions Chronometre Small prize
Group size:	Three teams by five
Strukture:	Group leader, group participants
Terms and conditions of the tasks:	<p>Prior to the activity you should brainstorm with the whole group the relevant skills/aspects that will be useful in the whole activity, eg: establishing who's good at what, timing, resource planning, clear instructions, etc. Use these points as a basis for review afterwards.</p> <p>In the room (or building) put five tables and on each table put three sets of materials and instructions for a task - use things like newspaper bridge building, newspaper towers, playing card sorting, anything that's complex enough to create a delegation challenge for a team of four plus leader (lots of ideas for the tasks appear below).</p> <p>The game is a contest (or time-based race, depending on the scoring system you prefer to use) between the three teams to complete all five table tasks in turn, only moving from one to the next when each task is completed, or when time is elapsed.</p> <p>Every team member takes it in turn to lead their own team and delegate the task activities as the team moves from table to table. While leading, the leaders are not permitted to take part in the task other than speak to their team members.</p>
Time:	30 min.
Assessment:	The quickest group, which did the work in most correct way (The Judge can deduct penalty points for transgressions – eg. leaders participating, or tasks being incomplete or running over time)
Evaluation:	3pts for winner, 2pts for 2nd and 1pt for 3rd
Feedback:	For participants:

	<p>How was the group work organized? Was the work structure correct? How did you feel when being delegated to do things? Was the group leader result oriented? Were the instructions clear for you? Was there a tension in a group? What helped to solve it? How were the decisions made?</p> <p>For leaders: What could be improved? Why some things are more difficult to delegate than others? Was it possible to keep the target in your mind?</p>
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