

Leadership 101

Lesson guide for group leaders and educators

- ★ 1 hour to 1.25 hours
- ★ Students should be grouped into small groups of 4-6
- ★ Ages 14-18
- ★ Supplies: Poster paper (1 for each group), colourful markers, plus paper/notebooks and pens for each student
- ★ Projector for accompanying slides: "Leadership 101" (optional)

In this lesson, the students will take part in activities and reflections and be guided to consider the following questions:

- Why do leadership skills matter?
- What are the qualities of a leader?
- What kind of leader am I?

Part 1: Introduction/Why Do Leadership Skills Matter (5 minutes, slides 1-5)

- Welcome participants and introduce the lesson (slides 1-2)
- Participants consider the importance of leadership skills in the context of future success (university, career) based on the information on the slides (slides 3-5)
 - If not using the accompanying slides, leader/educator can read some of the information and engage participants in a discussion about why they think leadership skills are important

Part 2: Qualities of a Leader (25 minutes, slides 6-8)

- **Individual Brainstorm** (3 minutes, slide 6)
 - Think about and write down 10+ important qualities of a leader.
- **Leadership Word Cloud** (15 minutes, slide 7)
 - Encourage the students to share their answers in their small group, discussing and looking for similar answers or commonalities.
 - Using poster paper and markers, each small group creates a Leadership Word Cloud, reflecting what they think the qualities of a leader are.
 - Instruct students to write words/ideas smaller or larger depending on its importance and how often people in their group thought of that same idea. *All ideas from the individual brainstorm should be added to the word cloud.

- **Gallery Walk** (8 minutes, slide 8)
 - Have the group place their poster in a visible place on a table, with the poster spread out across the room
 - Participants circulate around the room, looking at the different word clouds
 - Ask participants to consider the following questions during the Gallery Walk
 - Why do some of same ideas come up over and over again? Where does this idea of leadership come from?
 - Are some leadership qualities more important than others?
 - Is there one ideal leader?

Part 3: What is Leadership (25-30 minutes, slides 9-13)

- **Introduction** to Kouzes/Posner's 5 Practices of Exemplary Leadership (5 minutes)
 - Brief summary (slide 9)
 - <https://www.success.com/5-practices-of-exemplary-leadership/>
 - Important quotes (slide 9)
 - "Leadership is not about personality; it's about behavior."
 - "One of the greatest myths about leadership is that some people have it and some don't."
 - Introduce the 5 Practices of Exemplary Leadership and their definitions (slide 10)
 - Model the Way
 - Inspire a Shared Vision
 - Challenge the Process
 - Enable Others to Act
 - Encourage the Heart
- **Leaders Around Me** (5 minutes, slide 11 + optional small group discussions)
 - Participants write down one person (in their life or in public life) that displays the practice of exemplary leadership for each of the five practices (5 mins)
 - Share answers and discuss in small groups (if time allows)
- **Silent Reflection Question** (2 minutes, slide 12)
 - What practice do you feel is the most important and crucial for leaders?
- **'What is Leadership?' mini-presentations** (15 minutes, slide 13)
 - Slowly read through each of the 5 practices, and ask students to raise their hand when they one they chose in the reflection is said and look around for the others.
 - Participants separate into groups based on the practice they chose.
 - Groups discuss why they chose this practice, and why they believe it to be so important for leaders (8-10 minutes)

- One participant from each group shares the group's ideas in a one minute mini-presentation to explain why they believe their practice of exemplary leadership is the most important (*5 minutes*)
 - ***Emphasize that there is no right answer... all of these practices are equally important, valuable, and necessary in our world!

Part 4: Group Reflection - Leadership & Confidence (*5 minutes, slide 14*)

- Introduce the Brene Brown quote
 - "Anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential."
- Group Reflection Question: What is the role of confidence or courage in leadership?
- Participants are encouraged to share their ideas with the large group

Part 4: Final Individual Reflection (*5 minutes, or can be assigned as homework*)

- Individual written reflection time
- Reflection Questions (*slide 15*)
 - What are the leadership qualities I have?
 - What "exemplary practices" of leadership do I already engage in? What can I work on incorporating more?
 - If leadership is a learned skill, what can I do in my life to practice and improve my skills?

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