

Role Play- Leadership Styles.

The aim of this module is to give participants an appreciation of the different styles of leadership that they do and could use. The module uses a democratic/ autocratic/ laissez-faire model, and seeks both to expound that model and deal with the question of which style is appropriate at what time.

Time: 15 MIN

Materials: Handouts

5 min Read out the first paragraph of the story below. Ask for three volunteers to read - each will read one of the completing paragraphs without knowing which leadership style it represents:

(This is the start of all of the stories): Michelle is a marcher for a student tour to Israel. The Tour has been going for a week now and - you know how it is - everybody is tired. The group have been in Jerusalem the last couple of days and they feel like they have done everything there is to do. They have visited the Wall, the Old City, been shopping a market amongst the smells of the East, been to a shopping centre with the neon lights of the West. Last night the whole group went into town where they danced - and drank - the night away in a tourist bar. Michelle knows she told the group to meet at four to go to a museum, but she also knows that everybody is tired, and won't appreciate a museum now.

(Autocratic.) "If I let them sleep in, they will be so much more fresh for the programme tonight" Michelle mused to herself. "But once I start letting them sleep in when I have already told them not to... who knows what the effects will be later". Michelle considered herself reasonable - everyone did. But if a Tour group was tired because they stayed out late, well they would have to get over it. Tour is no party. Well, it is - Michelle thought - but not all the time. She started banging on doors and shouting through the wood. Her voice hit the tour participants like a hammer on the head. "No messing" they thought to themselves, "this madricha is strict!"

(Democratic.) "I could let them all sleep in" Michelle thought, "but they might not really want to." Michelle remembered from her own tour days how sometimes she was glad when the madrichim woke her up and forced her to do stuff. "You don't appreciate it at the time, but you do later" Michelle thought. Well, she didn't know what to do - if she forced everyone to the museum they might hate it; if she left everyone in bed they might regret it. "I know - I'll ask them". Michelle was a firm believer in letting people make group decisions. She started banging on the doors, telling the group to come downstairs. They were going to have a meeting to discuss what to do - she would tell them why she thought the museum was the right option, and discuss it with the group. Whatever they decided though - this time - is what they would do.

(Laissez-faire.) "There is no way they want to do to a museum now." Michelle wasn't stupid. She knew that the Tour had been up really late, and that people wanted an afternoon nap. "If I force them to a museum they will not just hate me but museums as well" Michelle thought. "There is no point forcing the issue - sometimes it is best just to let people do what they want. If their bodies say sleep, who am I to say museum?" Michelle left the group to sleep, and started to plan the next programme, happy that it was going to be so good.

After the role-play ask the group which episode they thought used which leadership style.

15 min Divide the participants into groups. Ask each group to list the advantages and disadvantages of each of the three leadership styles. Get the groups' answers.

1 min Conclude the session by saying that in this module participants have looked at three different leadership styles - autocratic/ democratic/ and laissez-faire and when each one is appropriate. Each style is useful at different times, but all can be used well some of the time.