

Урок №3

Lesson- discussion

Topic: What is leadership for you?

Suggested level: B2 + upper-intermediate

Objectives: -to develop students' speaking skills;

-to develop students' leadership skills;

-to extend students' vocabulary on the topic.

Equipment: multimedia system, videoclip, cards, Matrix (students' book)

Procedure

I. Greeting.

T: Good morning! It's very nice to see your smiling faces. How are you? I hope you are nice. The topic of our lesson is: **What is leadership for you?**

Leaders... Who are they ?

II. Warming up

We live among people and they are very different. What differs one person from another? A personality makes people different. What qualities of leadership do you know? Let's make a cluster.

What is leadership for you?



III. Main part

1. *Giving a definition*

The teacher divides students into pairs. The trainees make up the definition of “Leadership” using the words from the word map.

Then the class reads the definition of leadership by William Cohen. They should express their opinions on the saying.

“Leadership as an art of influencing others to their maximum performance to accomplish any task, objective, or project.” **William Cohen**

(students’ opinions)

1. *Discussion*

Choosing the qualities of a leader.

- a) The teacher asks the participants to name famous leaders (present or past) they know.
- b) The participants explain why they consider those people leaders; what makes them different from ordinary people.
- c) Each group of participants chooses qualities important for being a leader.
- d) Each group reports on its results, then they are discussed by all the participants and the “**List of Leader’s Qualities**” is made up.
- e) The teacher gives **Ken Manner’s** quotation that contains the main qualities of a leader and the participants compare them with ones from their list. The quotation can be given in the format of the following task:

Fill in the gaps with the words from below:

Leaders, dynamism, visionary, energy, future, leader, drive, charisma, power

“The greatest-----have-----, an attractive quality that makes other people admire them and want to follow them. A-----may be described as a -----someone with the ----to see clearly how things are going to be-----. People often say ---- -have -----, ----- and -----.”

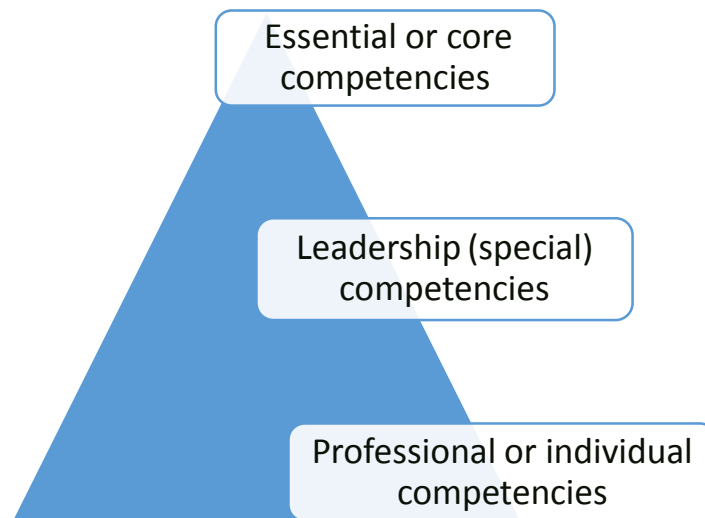
Ken Manners

Key: leaders, charisma, leader, visionary, power, future, leaders, drive, dynamism, energy.

3.Introducing the pyramid of a leadership

a)After the qualities have discussed, the teacher explains that according to Donald Clark, one of the researchers on leadership, there are three groups of leader's competencies that constitute the Pyramid of Leadership.

The Pyramid of Leadership.



- a) The teacher puts a pile of cards with competencies in the middle of the table. The students split into three groups according to the types of competencies: the first group is called Essential or Core, the second one- Special, the third one – Professional or Individual. Each group has to collect the competencies which they consider suitable and then give the general definition of their group of competencies.

Cards

| | | |
|----------------------|--------------------------------|--------------------------|
| Communication | Team work | Creative problem solving |
| Interpersonal skills | Manage personal relationships | Self-direction |
| Flexibility | Build appropriate relationship | Professionalism |

| | | |
|---|--|---------------------------------|
| Financial | Leadership abilities | Visioning process |
| Create and lead teams | Assess situations quickly and accurately | Project management |
| Implement employee involvement strategies | Coach and train peers and subordinates | Find win decisions of conflicts |
| Business acumen | Technical competency | |

Key:

Essential or Core Competencies

These are personal skills required at all levels of leadership. They provide the foundation that person needs to become a leader. Without a strong foundation, the sides of the pyramid will soon fall and crumble as the base gives away.

Communication

Teamwork

Creative problem solving

Interpersonal skills

Manage personal relationship

Self-direction

Flexibility

Build appropriate relationship

Professionalism

Financial

Leadership (Sptial) Competencies

These are skills needed to drive the organization onto the cutting edge of new technologies. They form the basic structure that separates leaders from bosses. These skills create the walls and the interiors of the pyramid.

Leadership abilities

Visioning process

Create and lead teams

Assess situations quickly and accurately

Project management

Implement employee involvement strategies

Coach and train peers and subordinates

Find win decisions of conflicts

Professional or Individual Competencies

These are the skills and knowledge needed to direct the system and the process that leader controls. They form the mortar that binds the pyramid together. Without some knowledge of the technical skills that they direct, the pyramid soon begins to fall apart and the organization begins to operate in a damage control mode.

Business acumen

Technical competency

Note:

With lower groups, the teacher can give the prompt definitions and students match these prompts with the competencies of leadership.

4. Discussing the types of leaders

a) the teacher asks the participants to analyse their personal qualities from the perspectives of being a leader. They make a list of at least 5 strengths and 5 weaknesses of theirs.

b) The participants discuss the traits in pairs.

c) Then the participants are given 4 types of leaders as defined by *The Carlson Learning Corporation's Personal Profile System*:

Dominance Leader

Influence Leader

Steadiness Leader

Conscientious Leader

The students match the types of leaders with the characteristics given on cards.

Types of leaders

Dominance Leader: developer, result-oriented, inspirational, creative, good at directing and deciding, may become autocratic.

Influence Leader: prompter, persuader, counselor, appriser; good at promoting and persuading, may oversell and manipulate.

Steadiness Leader: specialist, achiever, agent, investigator; steady and agreeable, may give in despite their needs.

Conscientious Leader: objective, thinker, perfectionalist, practitioner; good at analyzing and checking, may become perfectionist indecisive.

The participants of the discussion define themselves according to the characteristics. They split into groups of 4-5 and discuss which type of leaders can be the most efficient and successful in the modern society (they give their examples from their experience, history etc.).

5. Follow-up discussion

a) The participants discuss the differences between a manager and a leader. Can leader be always a manager and vice versa?

What is closer to your?

b) At the end the teacher gives Hickman's definition of the difference between a manager and a leader.

. **Leaders** are visionary and creative. And leading means doing the right thing.

Managers are only analytical, structured. And managing means doing things right.

IV Home assignment.

Choose any leader (present or past) and analyse him/ her type of leader.

References:

<http://www.nwlink.com/~donclark/>

www.christianitytoday.com/leaders

<http://management.about.com/od/leadership/Leadership.htm>