Overview of Leadership Oriented LEARNING

Semester II Unit III

Day 1

What are the 3 A?

Together Everyone Achieves More

Introduce the Skit

Lab work

Day 2

Design a skit

Lab work

Day 3

Skit

Lab work

Write a report based on the research.

Day 4

Team Work

Belbin's nine team roles

Day 5

Dr. Meredith Belbin and R. Lindgren

Lindgren's Big -5 personality traits

Lindgren's Team Player Roles

Day 6

Team Falcon
Inside out

Day 7

"Who Are We?"

Lab work/ Day 8

Create E-magazine 3rd Edition & publishing

Day 9

Share your Satori

Formative evaluation

DAY 1
Triple A

A-Aware

A-Amplify

A-Articulate

Lab Work

DAY 2

DIY- Do it Yourself

It's time to take a step ahead!!!

Let's get creative

Lab Work

DAY 3

IOW- In our word

Show time!

Lab Work

Presentation
Formative Evaluation

DAY 4

BTT-Back to Theory

"A person cannot be perfect, but a team can be."

Dr. Meredith Belbin

9 Team Role

| ROLES	TEAM ROLES	STRENGTHS	ALLOWABLE WEAKNESSES
Action oriented	Shaper		
	Implementer	Disciplined, Task focused, practical and somewhat conservative, Executer.	At times inflexible, thinks a lot before taking action, does not prefer to think out of the box
	Completer / Finisher	Keen eye for detail, perfectionist.	Nit picker, anxious, hesitates to delegate
People Oriented	Co-ordinator	clarifies, summarizes, utilizes full potential of people	Delegates more, at times manipulates
	Team worker	Sensitive, helpful, balances and accommodates.	Avoids confrontations, can not handle critical situations adeptly
	Resource Investigator	Open minded, cheerful, excellent networker, adventurous, loves to try new ideas	At times, over enthusiastic, might give up before completion, not tenacious
Cerebral	Plant	Creative, does not like confinement, not very practical, innovative	At times unrealistic and impractical
	Monitor / Evaluator	Analytical and thoughtful, evaluates critically	At times, very critical and passive
	Specialist	Knowledge and skills bank of the team, consultant	Isolated, not connected with the team

DAY 5

BTT-Back to Theory

Rolf Marvin Boe Lindgren

5 Personality Traits

Extraversion

Introversion

openness

Natural reactions
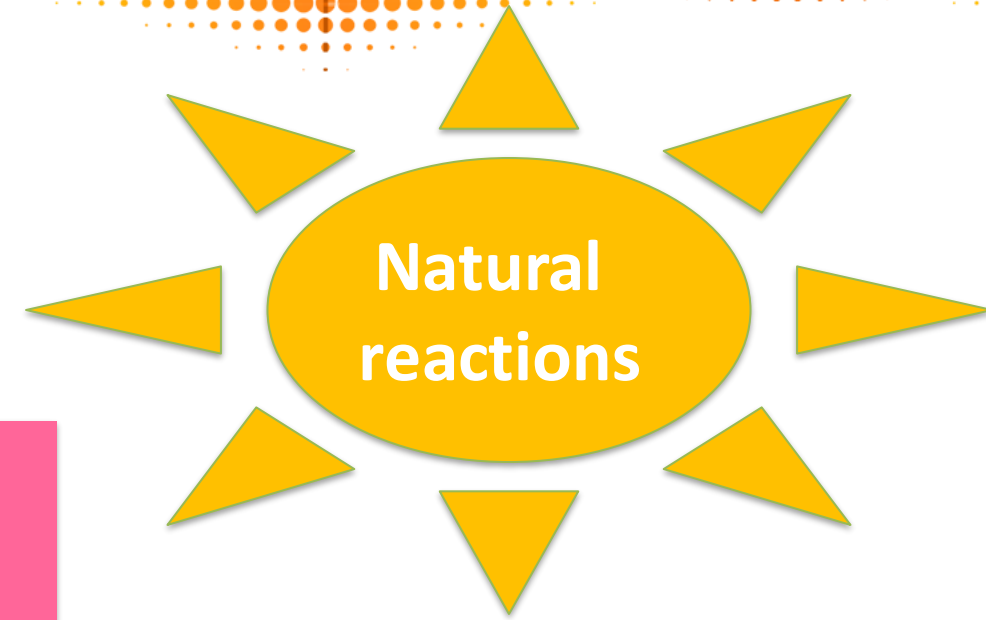
Agreeableness

Conscientiousness

Builder: They adapt, care, observe, co-operate, avoid conflict and support the team. They feel uncertain in times of crisis.

Visualizer: Calm, composed, know their priority, practical in nature, not very creative and at times others find them a bit manipulative.

Analyst: Analytical, logical, impartial, realistic and critical in nature. A little slow in decision making, they fail to motivate others.

Controller: Accurate, conscientious, perfectionist, good at follow up, scared of failure, unwilling to delegate and finicky.

Organizer: Disciplined and effective, practical and loyal, extremely organized. Not flexible and lacks the spirit of adventure.

Guide: Challenges openly, believes in competition and is target driven. Impatient and hard task master.

Networker: Outgoing, enterprising, curious, looks for opportunities, impulsive and loses interest rather quickly.

Innovator: Creative and innovative, high on knowledge and intellect, thinks out-of-the box. Overlooks practical details, is forgetful and lives in a world of imagination.

DAY 6

TF- Team Falcon

Team Falcon has been working together to create a software for a retail chain. This team has eight members. Let me introduce you to the team members….

Hariappa is an Innovator. Innovators are very intelligent and they tend to think out of the box. They are creative people but not great executors. Whenever the team faces a hurdle, they are the ones who come up with new and innovative ideas. They never limit their thoughts and ideas.

Asif is a Networker. Almost everyone in the team is fond of a networker. They are extroverted and gregarious people, enthusiastic about new initiatives. They enjoy connecting with external resources. Their personal connect with people ensures smooth execution of work. They lack creativity, but they appreciate new ideas and innovation.

Kevin is a Visualiser. Visualiers are best suited to lead the team even though they are not the team leaders. Calm and controlled, they are the unspoken leaders who front-end many initiatives.

Roshenara is a Guide. Guides are outgoing and high on emotional intelligence. However they display nervous energy and get frustrated rather quickly. They try and establish a pattern in discussions, weave ideas and objectives together keeping in mind the common objective of the team. They mediate in case of any dispute, guide the workflow and remove any impediment that comes in between the target and the team.

Sandeep is a Builder. Builders are very sensitive people who are aware of the worries and requirements of all team members. They can accurately feel the undercurrents in the team and can always forecast if there is any concern regarding the interpersonal dynamics in the team. They themselves do the work and participate in delivery ad execution. They are supportive, sensitive and non-competitive by nature.

Indrabathi is an Organizer. Organizers are able to break down the task into smaller achievable tasks. This helps the team members to clearly identify the objectives and work towards achieving them. Any team member who is confused with the task usually approaches the organizers for clarity. They are dutiful, conservative and never ignore the tasks which other people might leave thinking it to be boring.

Prashanth is an Analyst. Analysts are very intelligent, serious and a bit dispassionate. They evaluate every idea analytically putting aside the creativity. They help the team to take best decision and choose the correct path of action on the basis of their analytical insights.

Andrea is a Controller. Controllers feel assured only after checking every detail personally. They ensure that every minute aspect is handled flawlessly. Being perfectionists themselves they are make it a point to see that the team works according to the schedule. They are quality controllers and their presence in the team helps the team to check details and drive people to complete work within the deadline.

DAY7
TEAM

Who are we ?

T-Together

E-Everyone

A-Achieves

M-More

Belbin Team Role Model Management
 http://www.werkenmetteamrollen.nl/Werken-met-Teamrollen/The-9-teamroles.asp#.W_lCPSig_IU

Personality test
https://www.123test.com/personality-test/

https://youtu.be/12-rsgTrhpI

DAY 8

Lab Work

E Magazine

DAY 9

SMH-Share My Heart

Share Your Satori

JC-Just Checking

Quiz

Summative Evaluation

Thank You

Facilitator's Guide

Microsoft Word Document