Title of Lab exercise-II: Leadership and team building: process of team building, significance and methods to develop team spirit, difference between leader and manager

Objective of the exercise: To learn the skills required to lead the team (During and after engineering study)

Preamble of the exercise:

Leadership is significantly about creating high-performing and optimised teams who can efficiently and effectively deliver the defined goals. This is why team building is a crucial leadership capability, ensuring teamwork between team members.

Good leadership ensures open communication, a clear vision and positive working relationships paves the foundation of a strong team. Leadership traits guarantee a successful team where members collaborate to meet the goals which are fulfilling to the organizations and individuals as well.

Process towards team building:

Process towards team building is typically cantered around following sequence of actions:

1. Define clear goals
2. Promote diversity, communication and collaboration
3. Identify and utilise strengths for optimised performance
4. Foster a growth mindset with continuous capability development
5. Provide and receive continuous feedback
6. Review and innovate team processes.

Process items mentioned above needs to be executed with the skill set like active listening, body language, empathy, emotional intelligence, and conflict resolution by the leadership to keep team motivated and outcome oriented. Process of leadership development is very crucial and significant because it creates capable, energetic leaders who drive employee engagement, foster innovation, and give team a competitive edge. Process of leadership is focused on helping people expand the skills needed to manage people and tasks, like team management, decision-making, building interpersonal connections, developing strategies, exercising innovation, and more.

Manager and Leader (Comparison Perspective):

The main distinction between leadership and management is that leaders are not always in management roles. A leader can be anyone in the team; he/she doesn't have to be a person with authority. Leaders, in contrast to managers, are admired for their character, actions, and beliefs. When a leader is passionate about their work, they personally invest in tasks and projects. The success of their followers is very important to leaders, who help them achieve their objectives, which aren't always projected onto the organizational objectives by a larger extent. The authority that a leader has over his followers is not always formal. The role of concurrently managing and leading is a noteworthy aspect. Person's proficiency as a leader does not inherently ensure their success as a manager, and the converse is also true.

Discussion on developing team spirit and difference between leader and manager from the comparative perspective is available at my YouTube channel with the following link.

https://youtu.be/s37iIbJR6zw

Pictorial representation of the manager Vs Leader is as follows:
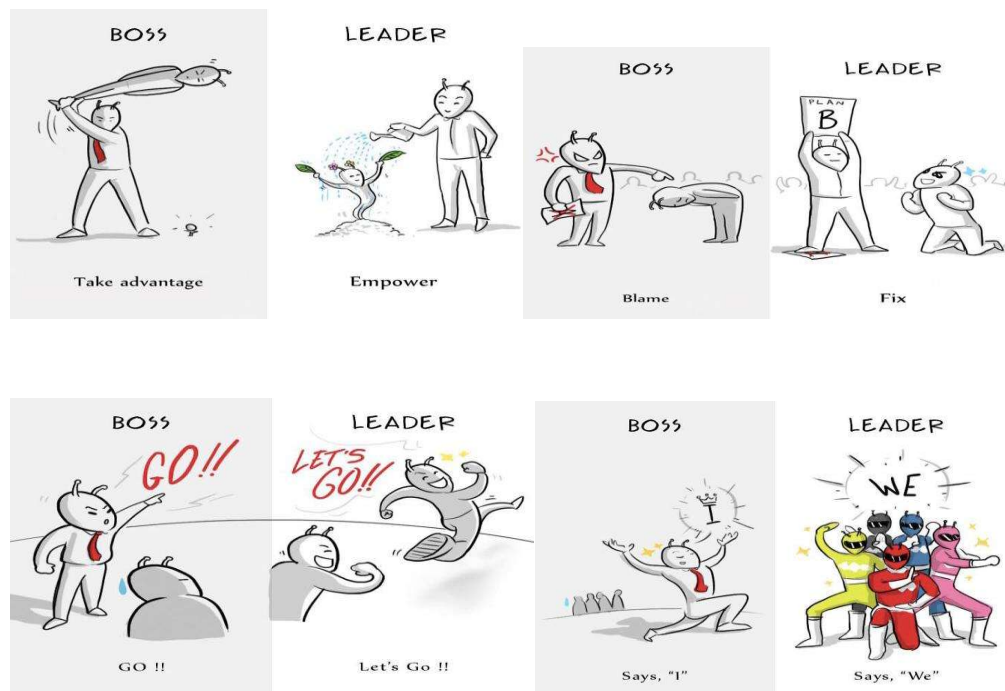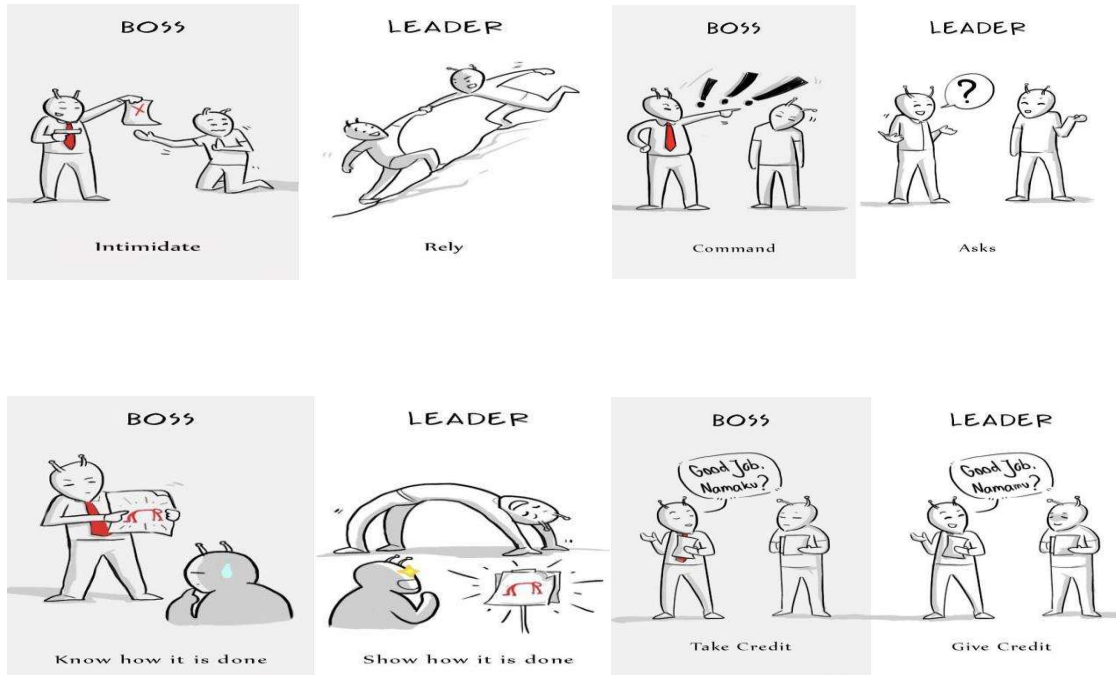
Based on different activities and attributes, leaders and managers do have following characteristics:

Basis	Manager	Leader
Origin	A person becomes a manager by virtue of his position.	A person becomes a leader on basis of his personal qualities.
Formal Rights	Manager has got formal rights in an organization because of his status.	Rights are not available to a leader.
Followers	The subordinates are the followers of managers.	The group of employees whom the leader leads are his followers.

Functions	A manager performs all functions of management.	Leader influences people to work willingly for group objectives.
Necessity	A manager is very essential to a concern.	A leader is required to create cordial relation between person working in and for organization.
Stability	It is more stable.	Leadership is temporary.
Mutual Relationship	All managers can be a leader.	All leaders are not necessarily good managers.
Accountability	Manager is accountable for self and subordinate's behaviour and performance.	Leaders have no well-defined accountability.
Concern	A manager's concern is organizational goals.	A leader's concern is group goals and member's satisfaction.
Followers	People follow manager by virtue of job description.	People follow them on voluntary basis.
Role continuation	A manager can continue in office till he performs his duties satisfactorily in correspondence with organizational goals.	A leader can maintain his position only through day to day wishes of followers.

Summary: Leadership is a skill that demands an exercise of the process by virtue of which team member's growth is equally nurtured to the ensuring effectiveness of outcome for the defined tasks for the team.

Leaderships start with YOU, but it is not about YOU

Guidelines for the conduct of the exercise:

1. This exercise to be performed individually.

2. List down the qualities of leadership.

3. Recall anyone most relevant event from the past where you exhibited leadership.

4. Exemplify the personality you admire as a leader with justification.

5. Analyse the qualities within you those are supportive to be a potential leader.

6. Envision an opportunity where you can play a role of leadership during engineering study.

7. Summarize the learning and outcome of this exercise with an appropriate brief writeup with above mentioned guideline points.

CO-PO Mapping strength and Justification:

CO	PO	CO-PO mapping strength	Mapping Justification
Exercise to learn leadership and team building	PO 09	3	Exercise to learn a leadership quality through an example will develop an ability to subsequently use it during and after study to emerge a role as leadership and team building. This justify strong mapping with PO 09 and PO 12.
	PO 12	3	

Evaluation Guidelines/Parameters:

1. Individual evaluation,

2. Evaluation for the self-analysis towards quality of leadership.

3. Example personality demonstrating the quality of leadership with justification.

4. Identification and plan for the potential leadership opportunity during and after study.

5. Brief report on student's exercise.

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