



Training Modules

Module II - Being a Leader

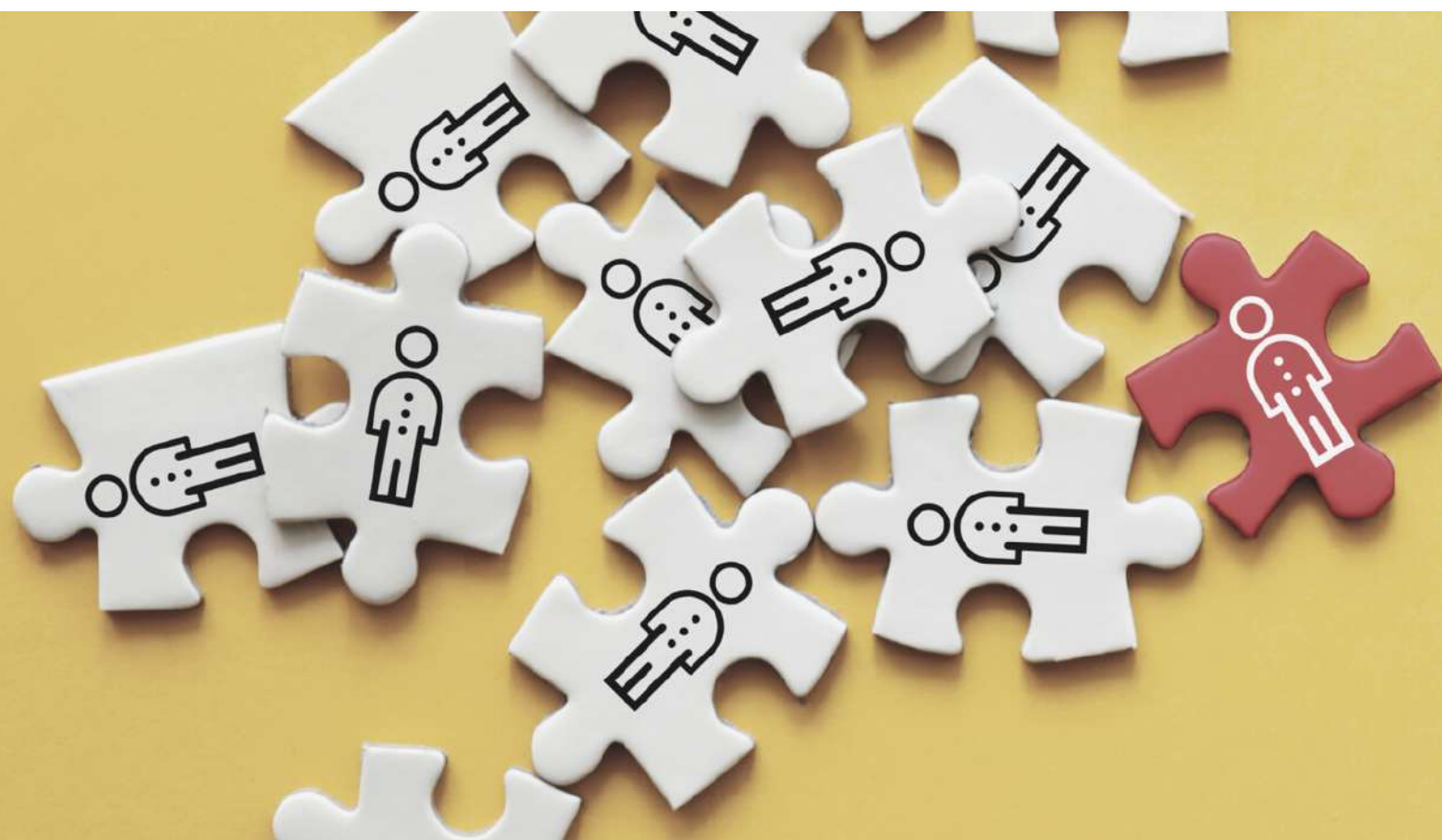
Project Name:

ESTEEM - Enhance and Stimulate Trust while Exploring new form of Entrepreneurship Modules

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Modules' Index



I. INTRODUCTION

II. BEING A LEADER

**III. BUILDING (OR RECOVERING)
TRUST**

IV. OVERCOMING CHALLENGES

Modules' Composition



I. INTRODUCTION

II. BEING A LEADER

III. BUILDING (OR RECOVERING)
TRUST

IV. OVERCOMING CHALLENGES

II. MODULE

BEING A LEADER



Objectives



General objective:

To understand what is a leader and how to be a leader.

II. MODULE

BEING A LEADER



Objectives

General objective:

To understand what is a leader and how to be a leader.

Specific objectives:

Learn how to define Leadership;

Understand how to become a leader;

Identify the characteristics and types of leadership and apply this classification to you;

To define the best type of leadership for your business.

II. MODULE

BEING A LEADER



*Expected
Results*



After completion of this module you will be able to:

II. MODULE

BEING A LEADER



Expected Results



After completion of this module you will be able to:



define and understand the concept of leadership;



identify various paths to develop leadership skills;









identify different types of leadership and to apply them to yourself and others;



recognise the type of leadership that suits your business.

II. MODULE'S *TOPICS*

BEING A LEADER

-  (1) TO BE A LEADER:
KEY STARTING POINTS
-  (2) HOW TO BECOME A LEADER
-  (3) CHARACTERISTICS OF A LEADER
(interaction and personality)
-  (4) MODELS OF LEADERSHIP
-  (5) PRACTICAL EXAMPLES OF
LEADERSHIP
-  (6) PRACTICAL RECOMMENDATIONS
& MODULE EVALUATION

II. MODULE

BEING A LEADER

 **TYPES OF INTERACTIONS YOU WILL FIND DURING THE MODULE**
[CHECK THE ICON INCLUDED IN EACH SLIDE]



Important



Write a comment



Reflect on the comments/question



Read



Discuss together



Role Play



Watch Video



Additional information /
Further reading

(I) To be a leader:

key starting points



(I) To be a leader:

key starting points

*All together:
trough a common
objective*

Companies are the
mirror of leaders &
employees!

Activity to do:



There has to be a leader and a led!
It is a complex process...but:

Leading people or teams is merely
**extracting the best that each
talent** can offer

What does it take to
be a leader?

How am I as a leader?



(I) To be a leader:

key starting points

Reminder:

General objective:

To understand what is a leader and how to be a leader.

Specific objectives:

Learn how to define Leadership;

Understand how to become a leader;

Identify the characteristics and types of leadership and apply this classification to you;

To define the best type of leadership for your business.

*All together:
through a common
objective*

Companies are the
mirror of leaders &
employees!

(2) How to become a leader



(2) How to become a leader

It is a complex process...but maybe:

I should have a strong personality...

I should have some specific skills...

I should be motivated! And motivate my employees...

What else?



Activity to do:



(2) How to become a leader I

Believe in your performance!



Need to have personal, technical skills and a vision

- Ability to adapt, be flexible and innovate;
- Be positive, resilient, trusting others and fostering trust;
- Know how to communicate assertively;
- Know how to effectively manage situations of frustration and fear;
- Be able to maintain motivation levels and work in a team;



- Believe in yourself and your abilities: promoting self-esteem, self-confidence and emotional intelligence;
- Be able to set and accept personal challenges with passion and emotion;
- Be creative;
- Have a vision for the development of your business.

(2) How to become a leader II



! Absolute need for (re)qualification and continuous learning ability & put it in practice!

- Be proactive / maintain learning ability & continuous formation (knowledge/education/ university education through programs);
- Have management capacity: human resources, planning, strategic vision to maximize objectives and anticipate difficulties;
- Learn specific skills related to each area of work, such as digital skills, negotiation skills, network performance, etc;
- Promote community insertion/support.

(2) How to become a leader

Other useful links



Inspirational Women at L'Oréal UK & Ireland

This International Women's Day we celebrate the inspirational women across our business — from grads right up to middle management and...



How to Be a Leader: 12 Steps (with Pictures)

To be a leader, you don't have to be an elected official or a CEO. Whether in day-to-day life, at school, or in the workplace, a leader is someone who provides

Activity to do:



(3) Characteristics of a leader

interaction and personality



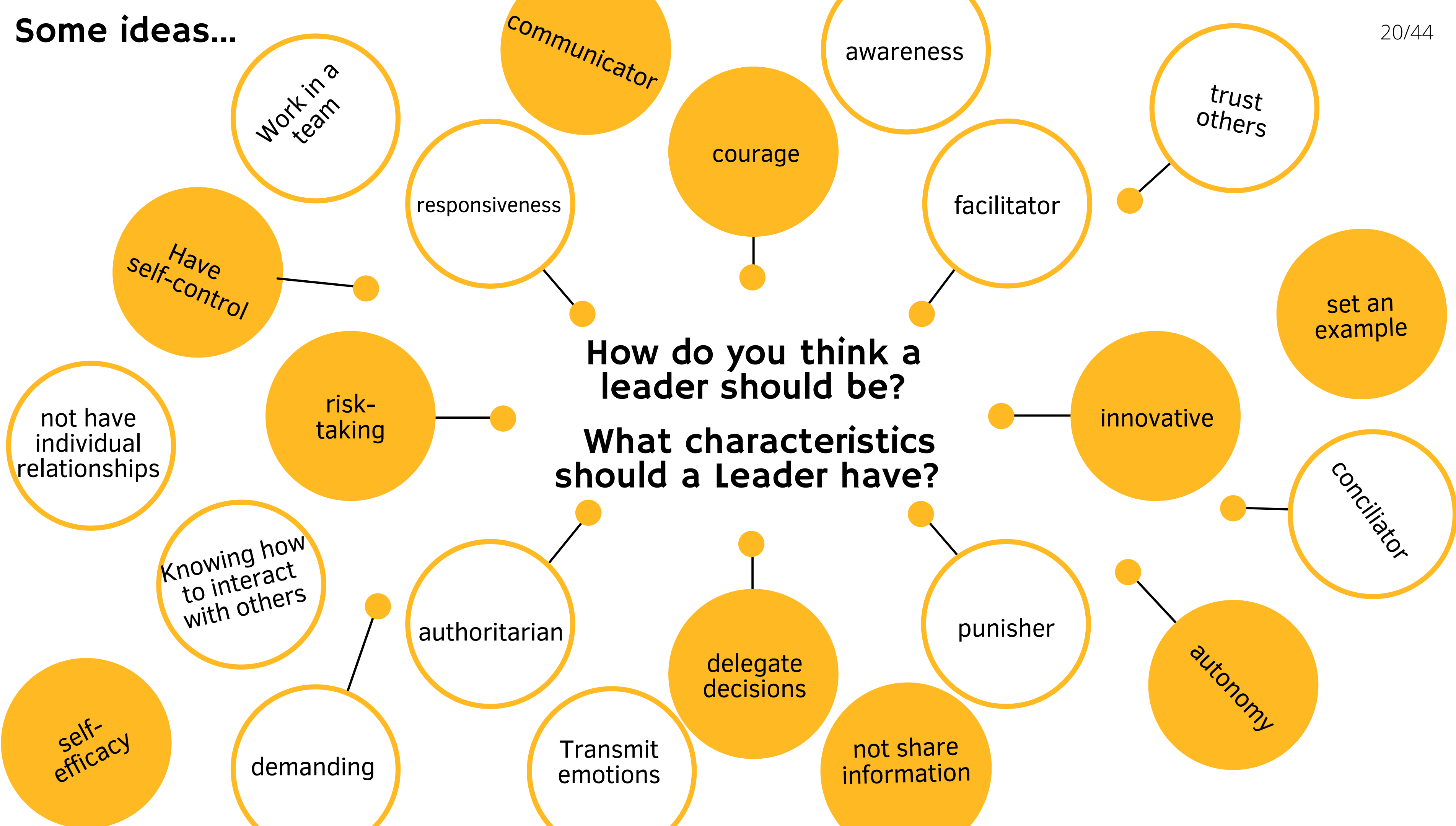
(3) Characteristics of a leader (interaction and personality)

**How do you think a
Leader should be?**

**What characteristics
should a Leader have?**



Some ideas...



(3) Characteristics of a leader (interaction and personality)

From all these adjectives presented before....

**How do you see
yourself as a leader?**

After reflecting a bit about this question, discuss in group your choices.

Activity to do:



(3)
Characteristics
of a leader
(interaction and
personality)

After the previous
reflection, discuss in
group your choices.
Also write and discuss
your experience:
relation
leader <->employee

Activity to do:



I

How do you
see/will see
your
employees?

2

How do you
think they see
/will see you?

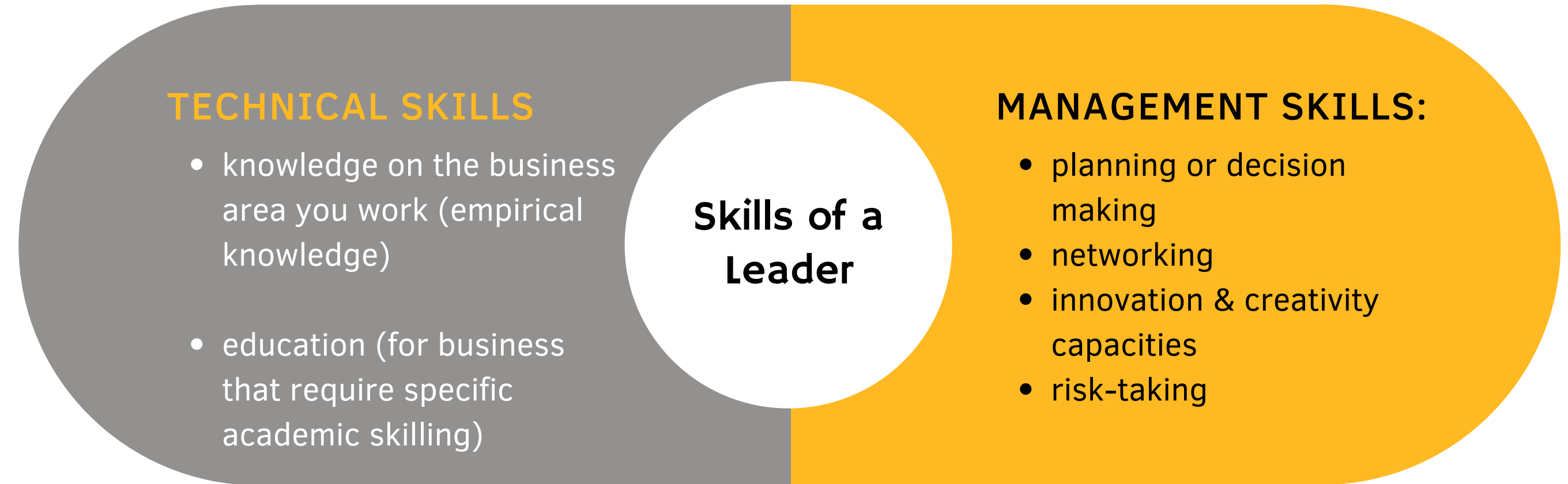
(3) Characteristics of a leader (interaction and personality)

Technical aspects related to technical and management skills, and personal and interaction one's, are both relevant to the success of the leadership process



(3) Characteristics of a leader (interaction and personality)

Some aspects to think about...



+info:

Communication Skills for Career Success

By Indeed Editorial Team
December 3, 2021



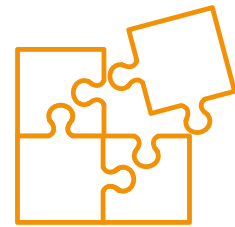
And personal & relational skills...

(3) Characteristics of a leader (interaction and personality)



Know how to communicate

Active listen, transmit organized ideas and objectives & dialogue, be clear and objective/give feed back - it inspires the commitment & self efficacy on people.



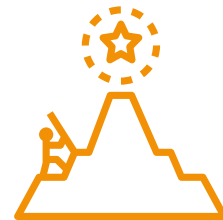
Know how to work in a team

Interacting with others paying attention to: the communication, trusting the others, and be committed.



Having emotional Intelligence

Need to recognize feelings, know how to generate, regulate & transmit emotions - enables to better manage barriers, have more self-efficacy and greater entrepreneurial skills (empathy, trust, courage, autonomy, flexibility, adaptability, commitment, resilience...).



Self efficacy

It reflects the degree to which the person is able to successfully face challenges/enables persistence and motivation not to abandon the process.

Personal
&
Relational skills

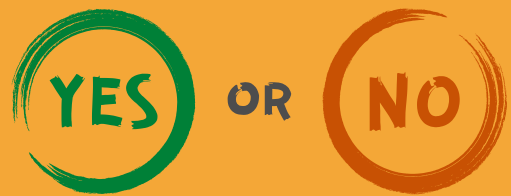
(3)

Characteristics of a leader

(interaction and personality)

Justify your choice.

Do you have to be a
Leader of success?



Activity to do:



(3) Characteristics of a leader (interaction and personality)

Other useful links



Top 7 Leadership Skills you should learn in 2022 to boost your career

Discover 25 Leadership Skills You Need To Learn Fast to give a boost to your Career with IMD - From the world's #1 Business School



Activity to do:



(4) Models of Leadership

Let us look to some of the existing models of leadership

Leadership [ˈliː
ability to lead. R
of a leader; guid
people who lead
what is tho

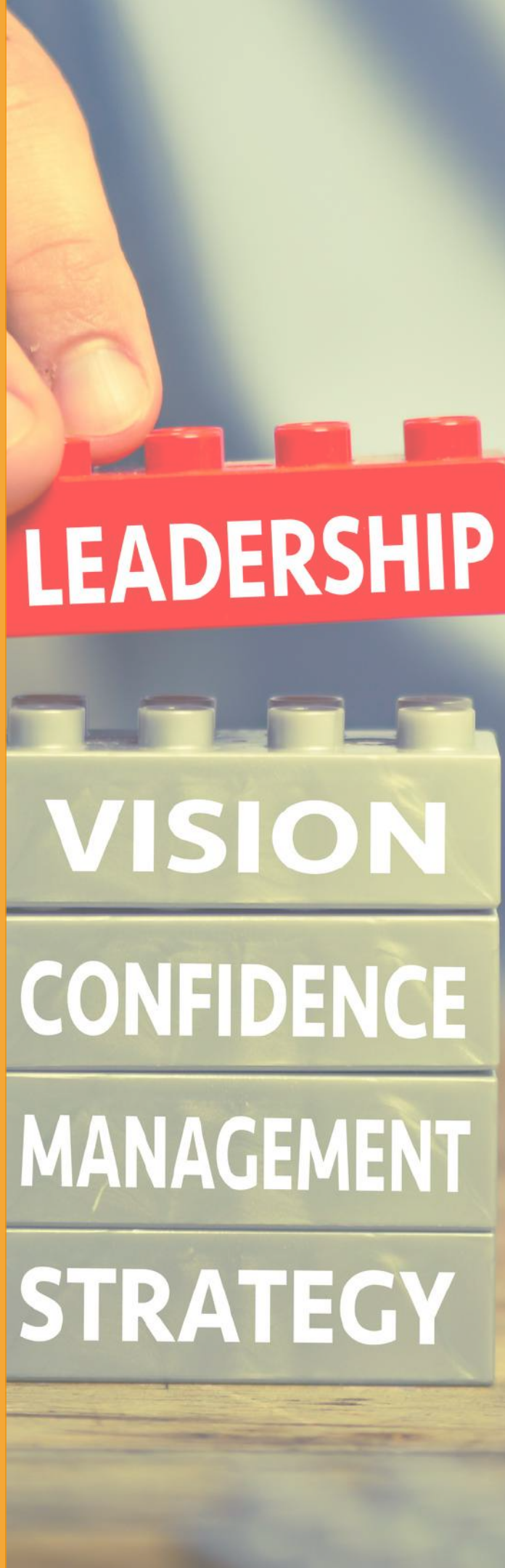
(4) Models of Leadership



What kind of leader am I?

Let's see if i recognize myself...





Autocratic Leader

Task-oriented; planning and organization centralized on the leader, who maintains close supervision, defining the organization's objective without consideration for others' opinions.

Democratic Leader

People and relationship-oriented; decisions are taken consensually; the leader communicates his/hers targets to the team without defining special missions for each member.

Liberal Leader

Delegates tasks and decisions to the team members; team members can choose and decide about the most relevant tasks.

Open Leader

Shares knowledge and information; his personality is evident for everyone, and he identifies with the way employees see him

Unknown Leader

Generally, are introverted people, not sharing much about their abilities, knowledge and personal life

Hidden Leader

Does not share all the information; is suspicious about others and lacks confidence in his team, generally used by people who are not confident in their capabilities.

Blind Leader

Has difficulty accepting other perceptions about his personality or ways of working.

Strategic Leader

Plan the structure, the resources and communicate them to the team, sharing their objectives with the employees. They are highly skilled persons who perfectly know their organizations, how to manage them and each individual of their teams.

Organisational Leader

Implement/indicate processes that must be respected without deep connection with their subordinates. They think of the organisation as a system and pay less attention to each member of the team. They are highly skilled people with deep knowledge of the organization.

Direct Leader

Have a strong team & individual relationships. They associate technical skills (hard skills) to personal skills (soft skills) and work by associating both. They are highly skilled people, and consider relationship skills as relevant as technical skills.



(4) Models of Leadership

1



2



3



4



5



6



7



8



9



10



11



12



What kind of models of leadership you identify in these pictures?



(4) Models of Leadership

What kind of leadership you identify from these pictures?

Activity to do:

33/44



Brainstorm area (for each participant to write their ideas)



1

2

3

4

5

6

7

8

9

10

11

12

Our Main Ideas
(discussion in group)





(4) Models of Leadership

Match the leader's sentences to the employee/team (column A) to the corresponding type of leader (column B)



A. Attitudes & Behaviours

- A. We will meet to communicate to you the objectives of this task. What is important is that tasks are ready on time.
- B. I don't care what you think about it! The decisions I have to make are mine alone.
- C. You should be punished because you didn't try hard enough!
- D. So how are you feeling today? Better?
- E. Let's share what we've learned with other team members.
- F. I supervise... The organization is more important than all...
- G. Technical & personal skills are important, but technical are more required...
- H. have special missions for each of you...
- I. My life & personality are a matter that only I've access
- J. Let's think about your skills...

B. Type of Leader

- 1. Autocratic Leader
- 2. Democratic Leader
- 3. Liberal Leader
- 4. Blind Leader
- 5. Hidden Leader
- 6. Unknown Leader
- 7. Strategic Leaders
- 8. Organisational Leaders
- 9. Direct Leaders

(4) Models of Leadership

Other useful links



Leadership framework and models of leadership

We asked many leaders if they have a leadership framework, they were surprised if they could have a framework.

 Working Voices / Feb 6, 2017



Core Leadership Theories: Learning the Foundations of Leadership

Learn about four core leadership theories that can help you become a more effective leader.

 Mind Tools

Leadership Models: What Are They and How Do They Differ?

Learn about leadership models, the difference between leadership styles and models, various types of leadershi...

 Indeed Career Guide

Activity to do:



(5) Practical Examples of leadership



(5) Practical examples of leadership

Read the interviews:



**MANUELA DOUTEL
HAGHIGHI**

Interview
in Portuguese Language



**FRANCISCA
SHEARMAN DE
MACEDO**

Interview
in Portuguese Language

Watch the video:



**HOW TO BECOME
AN EFFECTIVE
LEADER**

Video

Activity to do:



(5) Practical examples of leadership

Read the interviews:



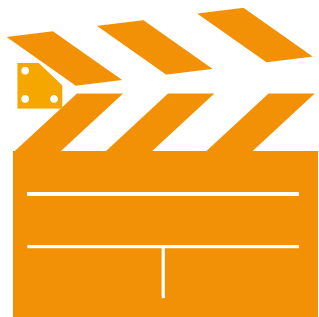
Watch the videos:



Discuss the examples in group

(5) Practical examples of leadership

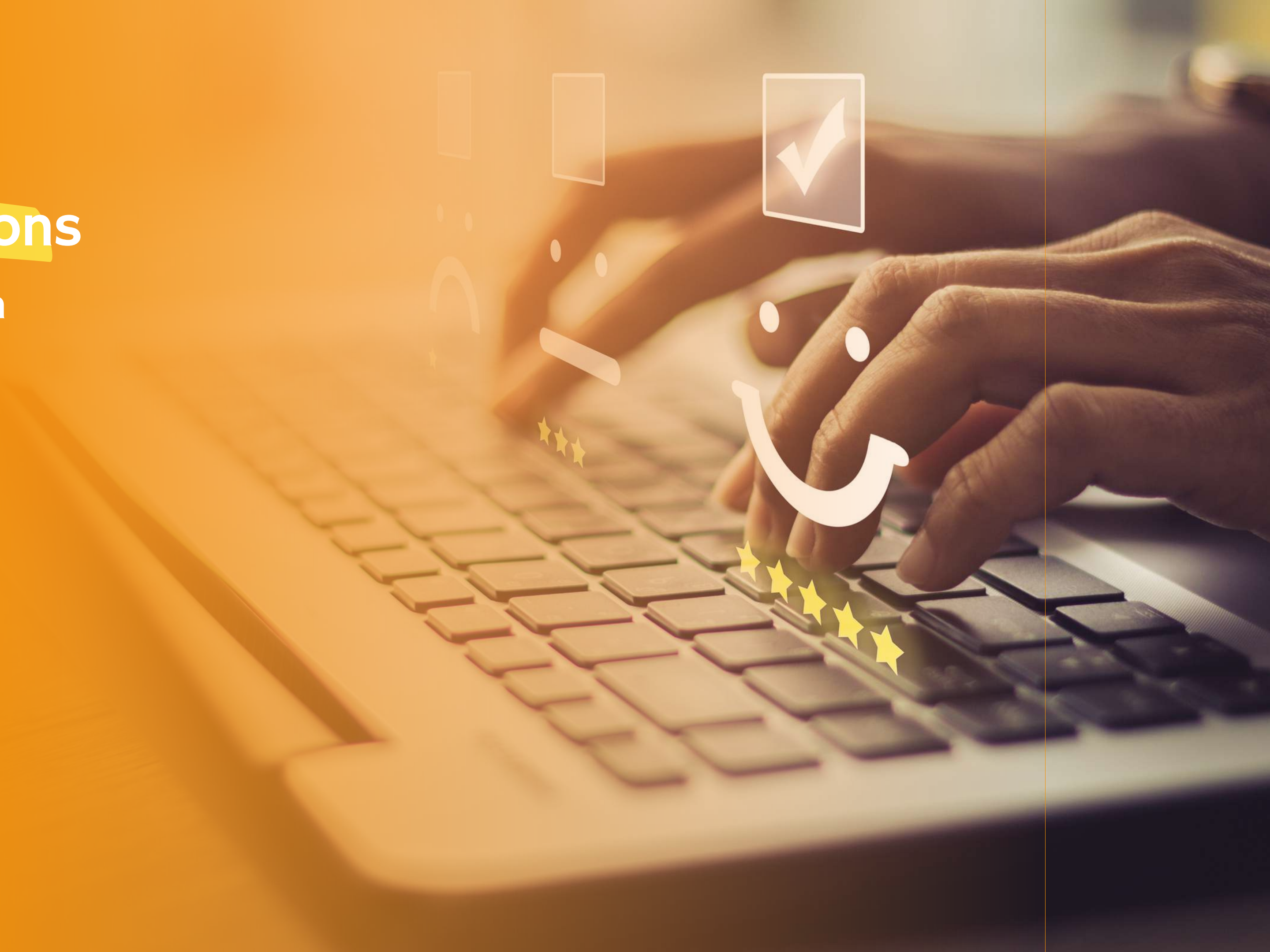
Role Play: Negotiation



- Persuasion / Ability to convince the audience;
- Good adaptability to problematic situations/and strong reactivity;
- Innovative ideas and proposes solutions & adaptability;
- Capable of taking on risks and facing stressful situations;
- A good communication: visual, verbal, corporal;
- Ability to recognise successes and failures;
- Great self confidence, self esteem & emotional control.



(6) Practical recommendations & module evaluation



(6) Practical recommendations & module evaluation

Personal attributes are significant and impact the success of entrepreneurial projects:

Improve your self-efficacy and explore its relationship with self-esteem & Develop your social/relational and communication skills

Develop emotional intelligence with an appropriate focus, so that help to face perceived barriers more successfully.

Specific leadership skills must be developed considering the best for each business & social environment.

Entrepreneurship connects with leadership!

Connects with personal capacities and a strong leadership personality

The application of entrepreneurship models depends on the local economy and the relation between entrepreneurs and the labour market.

Networking, and be connected in the community events related to your business, is an excellent way to develop leadership skills and your business.



It is important knowledge/access to education through programs to improve your leadership capacities

(6) Practical recommendations & module evaluation

 **Start by reviewing how the module itself went and then go on to discuss what participants learn**

1. Did you enjoy it? What did you like and what did you dislike about it?
2. Were there any surprises in the way the topics were approached? Which?
3. Were you able to place yourself in some leadership model?
4. Do you want to add any ideas concerning the proposals?

(6) Practical recommendations & module evaluation

Reminder:

After completion of this module you will be able to:

- define and understand the concept of leadership;
- identify various paths to develop leadership skills;
- identify different types of leadership and to apply them to yourself and others;
- recognise the type of leadership that suits your business.

*Expected
Results*

After this module,
do you feel able to
**define / identify /
recognise these
topics?**



Thank you for your
participation!

Follow us !

 @ESTEEM project

Co-funded by the
Erasmus+ Programme
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