



# Additional exercises to Module II

## Project Name:

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

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# Additional exercises on leadership

Adapted from:

EN: <https://apolitical.co/solution-articles/en/want-to-be-a-better-leader-here-are-5-quick-exercises>

PT: <https://apolitical.co/solution-articles/pt/quero-ser-um-lider-melhor-aqui-estao-5-exercicios-rapidos>

ES: <https://apolitical.co/solution-articles/es/quiero-ser-un-mejor-lider-aqui-hay-5-ejercicios-rapidos>

FR: <https://apolitical.co/solution-articles/fr/vouloir-etre-un-meilleur-leader-voici-cinq-exercices-rapides>

# Keep in mind that

There is no plan or recipe for being a good leader....but there are exercises that can stimulate the characteristics that enhance being a good leader

Valuing the team and their values

Let people try, fail and learn

Communicate (communicate and communicate!!)

Lead at all levels

Being the best is less important than letting others be at their best

## Write a values manifest for your team

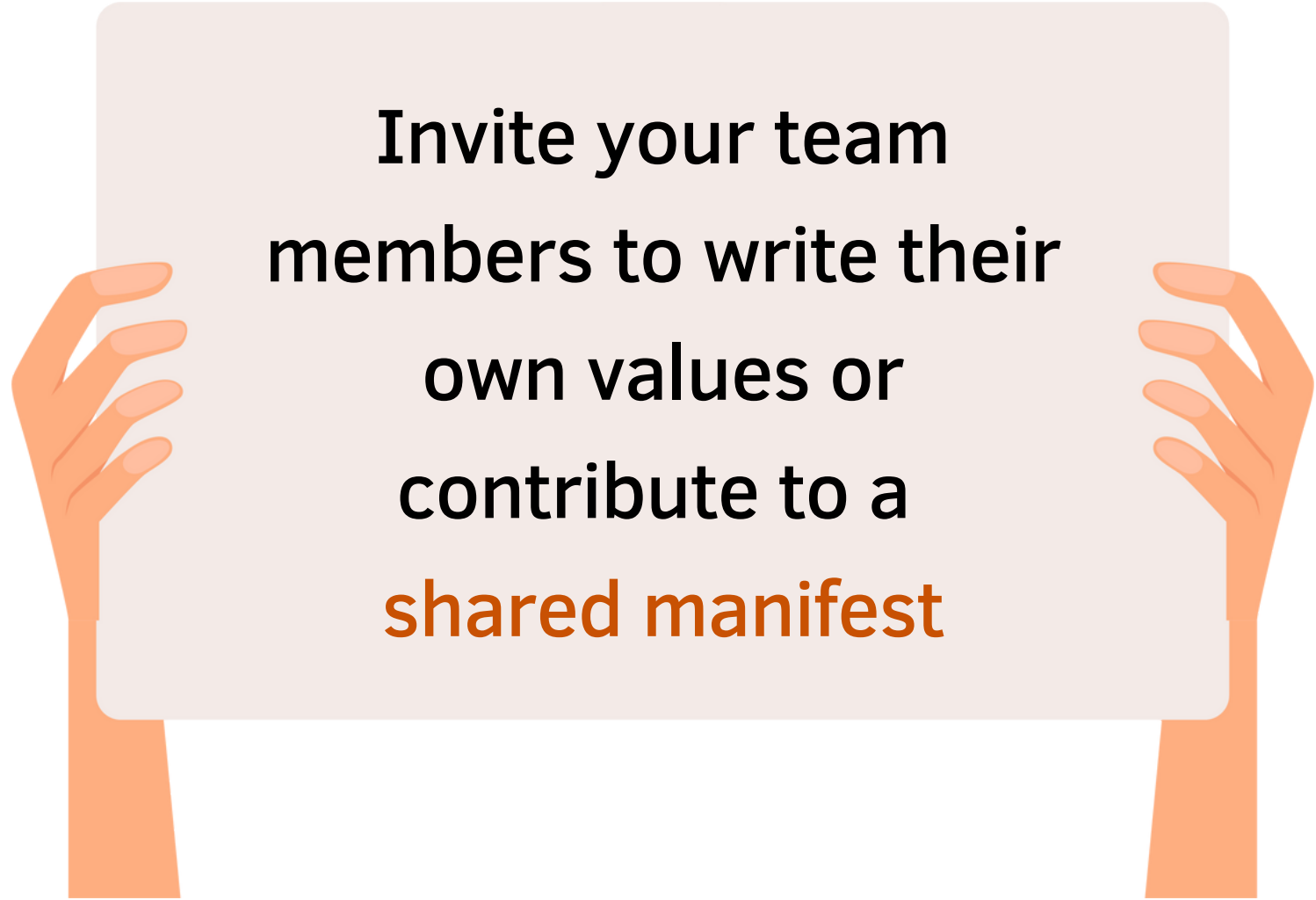
*“One of the leadership traits I've always respected most in leaders is leading by example.” - a Canadian civil servant*

High-performing teams are motivated by **shared values**: values that determine the team's priorities and signal its group identity. A great leader can identify the values that are most appropriate for their team and context - and then live them.



## Write a values manifest for your team

- Write a values manifesto for your team.
- Reflect on where your team agrees - and where you disagree
- Ask yourself: how could you adapt your leadership style to suit the individual and shared values of those around you?



**Invite your team  
members to write their  
own values or  
contribute to a  
shared manifest**

## Map your team's strengths and weaknesses

A great leader has the humility and courage to know his vulnerabilities, stripped of pretensions and hierarchical attitudes.” - Senior Policy Analyst

*"Leadership doesn't mean being the best. Leadership means making everyone else better."* - business analyst



# Strengths & weaknesses

## - practical exercises

### Map your team's strengths and weaknesses

- Draw a map of your team strengths and weaknesses
- Do your team responsibilities match your strengths? How can they change?

**Draw it as a team!**

*Strenghts*

*Weaknessess*

## Write your own performance review

*“My favorite manager says: No one wakes up and plans to mess up at work today. It's simply a mistake, let's see how we can learn from it.”* – Senior Program Officer

Leaders do not have a monopoly on good ideas. To empower your team, you need to foster an environment where everyone can own and bring new solutions to reality.

How can a good leader create a “safe environment for innovation and growth”?



## Write your own performance review

- Imagine 5 years from now. You are one of your team members, writing a review of your leadership skills.
- Write a review of yourself from your colleague's perspective: what qualities do they mention? How have you impacted their career? What steps have you taken to develop as a leader?



## Grab the good, leave the bad

*“\[A manager] showed me that even though I was not a manager, I was still a leader within my group and that people looked to me for guidance and support.”* - Civil servant, Government of Antigua and Barbuda

Being a “leader” and “manager” are not the same. Learn from the leaders who inspire you (and those who did not). Here's what public officials said they learned from good and bad leaders:

- Empower yourself and empower others
- Leadership is more than “doing a b”. A good leader actively and inclusively shapes culture, agenda, morale and goals of the team.
- Take good care of yourself. Remember: the emotions you radiate will be reflect in the people around you.

## Grab the good, leave the bad

- Think of 2 great leaders you have worked for and 1 that is not so great.
- List 3 things you can learn from each person.
- For each thing, think of a specific action you can take in your work right now.

