

*Title of Lesson:* Shaping Leaders

*Curriculum Unit:* Leadership

*Objectives:* To identify the differences between autocratic, democratic, and laissez-faire leadership styles

*Materials:*

- Three sets of directions (autocratic, democratic, and laissez-faire)
- One piece of paper per participant
- Scissors, glue, and pencils for each group
- Styles of Leadership handout

*Directions:*

1. Divide the class into three groups of equal size.
2. Select one leader from each group.
3. Take the leaders out of the room and give each one a different set of instructions. Explain what their role will be in their group. (Refer to instruction sheets A, B, or C.)
4. Have leaders return to their groups and give them five minutes to complete the instructions.
5. After five minutes, require everyone to stop working.
6. Have group members report on what took place in their group; multiple people can share.

*Sample Processing Questions:*

- How did your group leader make you feel?
- What would you have changed about your group?
- How did you see your role in the group?
- Was the leadership style used by your group's leader effective for this situation?
- Can you think of a situation where the leadership style exhibited by your group's leader would be more effective? (Give out the Leadership Styles handout and discuss.)
- How can we apply what we learned from this experience to our roles as school leaders?

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## **Directions for Group A**

### **(Autocratic Instructions)**

Your job is to have everyone in your group build a cube in the five minutes allotted.

You are the dictator. What you say goes—no exceptions. You cannot allow anyone in your group to give ideas, help each other, comment, etc. You must criticize and critique all members.

Give supplies out—each type to only one person. (One person gets paper, one person gets scissors, one person gets glue.)

Do not allow students to trade supplies.

Do not allow open discussions.

Each minute, take supplies and give them to a different person in the group.

Everything must be done “your way.”

## **Directions for Group B**

### **(Democratic Instructions)**

Your job is to have everyone in your group build a cube in the five minutes allotted.

You will guide your group to complete the project. Be positive and supportive. Ask for input, then get the process started and encourage people to offer ideas and suggestions along the way.

Have supplies available for everyone.

Spend about a minute discussing ideas at the beginning. Identify who knows how to make a cube. Develop a plan.

Make sure everyone has a plan.

## **Directions for Group C**

### **(Laissez-Faire Instructions)**

Your job is to have everyone in your group build a cube in the five minutes allotted. However, you cannot tell them what shape they need to make until after three minutes have passed.

Do not give out any supplies.

Do not give any instructions.

Do not give any direct answers.

Do not be positive or negative, just neutral.

Stay relaxed.

## STYLES OF LEADERSHIP

Style	Characteristic	When Effective	When Ineffective
<b>Autocratic</b>	<ul style="list-style-type: none"> <li>• Tells people what to do</li> <li>• Gives orders and others carry them out</li> <li>• Limits discussion or participation</li> <li>• Group work is rare</li> <li>• Conscious of his/her position and authority</li> </ul>	<ul style="list-style-type: none"> <li>• Time is limited</li> <li>• Individuals or group lack skill and/or knowledge</li> <li>• Individual or group is interested in project</li> </ul>	<ul style="list-style-type: none"> <li>• Developing a strong sense of team is the goal</li> <li>• Individuals or team have some degree of skill or knowledge</li> <li>• Degree of motivation</li> </ul>
<b>Democratic</b>	<ul style="list-style-type: none"> <li>• Involves group members in planning and carrying out activities</li> <li>• Asks before tells</li> <li>• Careful to develop participation, opinion-giving, and decision making as much as possible</li> <li>• There is clear-cut and good communication</li> </ul>	<ul style="list-style-type: none"> <li>• Time is available</li> <li>• Group is motivated</li> <li>• Some degree of skill and knowledge</li> <li>• Sense of team exists</li> </ul>	<ul style="list-style-type: none"> <li>• Group is unmotivated</li> <li>• High degree of conflict exists</li> <li>• Members have no skills or knowledge</li> </ul>
<b>Laissez-Faire</b>	<ul style="list-style-type: none"> <li>• Gives little or no direction to groups or individuals</li> <li>• Sets no clear goals for the group</li> <li>• Little communication</li> </ul>	<ul style="list-style-type: none"> <li>• Members have a high degree of skill and knowledge</li> <li>• Strong sense of team exists</li> </ul>	<ul style="list-style-type: none"> <li>• Members have a low degree of skill and knowledge</li> <li>• Low sense of team/interdependence</li> </ul>