I AM A LEADER!

Our tasks for today

- ✓ Are leaders needed today?
- ✓ What qualities should leaders possess?
- ✓ Can formal and informal education prepare the leaders of the future?

➢ The training should prepare the participants to work with the target groups of the project. /youth/

➢ The training will be tailored to current trends in personal development, key leadership skills and the main strategic guidelines of the European Skills Programe.

Participants will receive training in communication skills, discussion leadership, mentoring, conflict resolution, speaking and presentation skills.

- • Skills to support digital and green transformation
- • STEM sciences skills
- • entrepreneurial skills
- • Life skills

DO WE NEED LEADERS TODAY

- WHAT does it mean?

LEAD   **LEADER**   **LEADERSHIP**

WE NEED LEADERS…

LEAD

To lead means to take responsibility for directing /managing and motivating/ people towards achieving certain goals and objectives.

- Leadership requires the ability to inspire,

influence and take initiative to achieve desired

results.

- This includes making decisions, managing

resources, communicating with the team and motivating

those around you.

- A leader must be able to adapt his

approaches to the different situations and people he manages;

In order to achieve successful leadership

LEADER

A leader is a person who takes the initiative to lead, manage and inspire others towards achieving common goals and objectives

Leaders are:

- …typically demonstrate a high level of strategy thinking

- …able to take responsibility and adopt solutions that lead to success and development.

- …also distinguished by their communication skills,

& leadership qualities

…with the ability to create strong teams that work together towards common goals

persuasiveness

charisma

influence

Who is the Leader?.

LEADERSHIP

Leadership is the ability to take initiative to guide, manage, and inspire others towards achieving common goals and tasks.

Leaders also excel in their communication skills, leading qualities, and the ability to build strong teams that work together towards common goals.

What defines leadership? How to recognize the leader? Is it easy?

- Leadership is Tough

- Let's be clear from the start:

- **Leadership is a tough job. And it's getting tougher.**

- **Leaders are bearing the brunt of these challenges**, because

companies /teams/ struggle with retention, higher employee expectations, hybrid and remote workplaces, heavier workloads, and so much more,

BORN LEADERS ... AUTHORITIES ...

???

BORN LEADERS ... AUTHORITIES ...

You've probably heard the phrase "born to be a leader" in reference to a person who easily manages to inspire and lead others.

Most leadership qualities cannot be taught or learned. They are something that a person carries within himself, regardless of what position he occupies in the work hierarchy.

➡️ **CHARACTER**

A leader possesses a number of qualities that distinguish him from others.

CHARACTER TRAITS

A person's character is a combination of his deeply embedded and engraved traits, his learned external self-expression, his reaction to certain stimuli from the environment, and the behavior he has learned to work best for him.

THEY:

→ can be cultivated by anyone willing to put in the effort

→ contribute to personal growth, effective communication, leadership skills, and overall well-being.

CHARACTER TRAITS

Our thoughts, feelings and actions With them we help ourselves and others

People's personality plays an important role in creating a leaders' characteristic
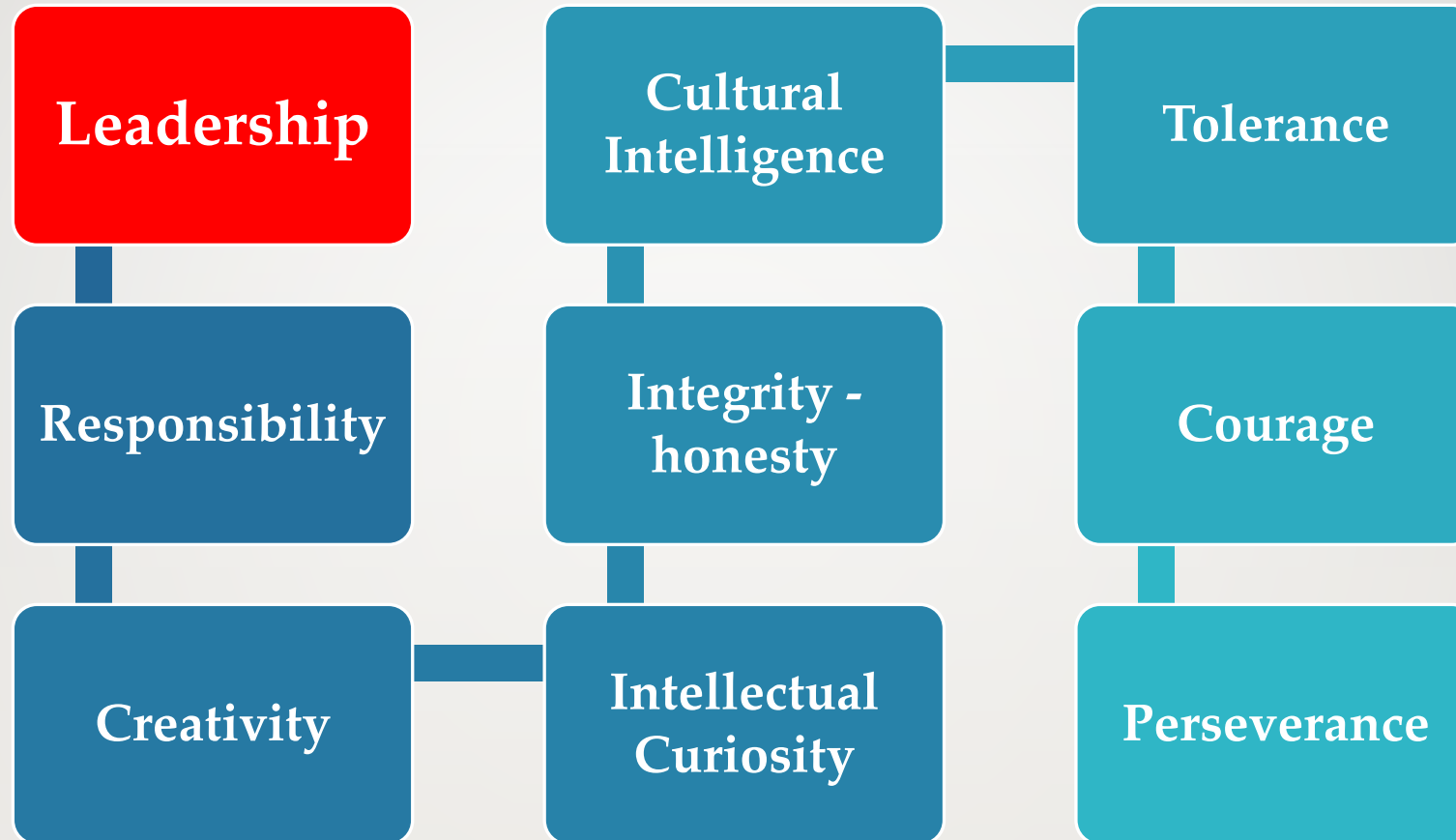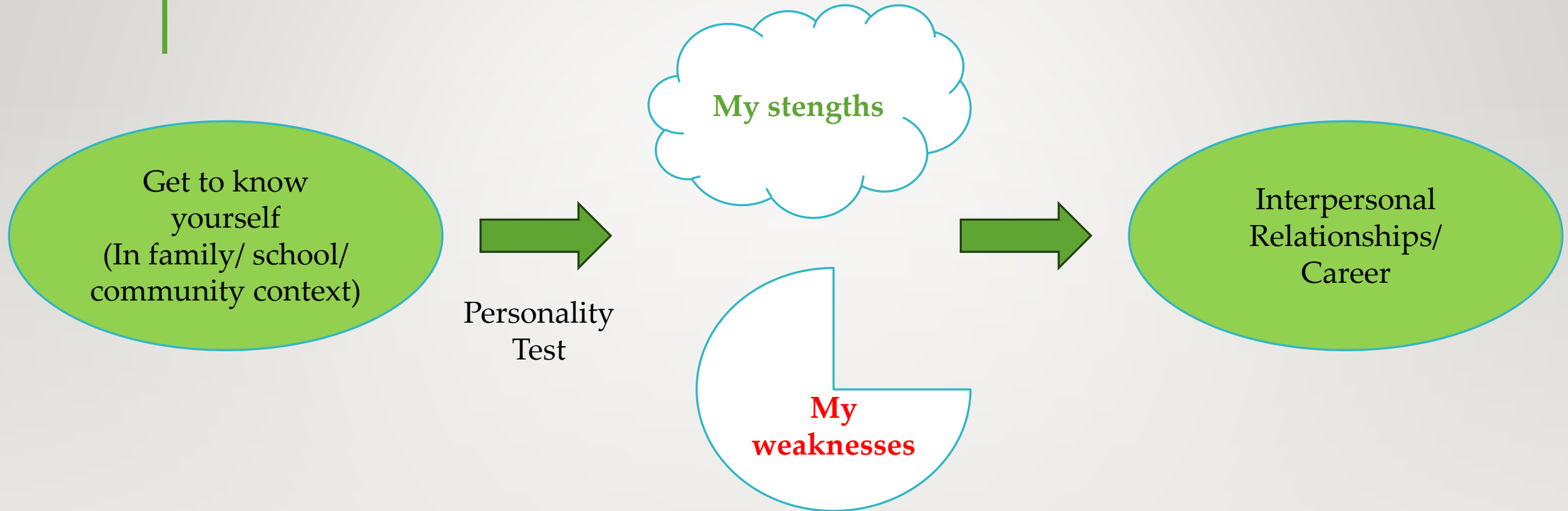
Introvert -->

Emotional -->

Extrovert

Independent -->

CHARACTER TRAITS

Leadership

Cultural Intelligence

Tolerance

Responsibility

Integrity - honesty

Courage

Creativity

Intellectual Curiosity

Perseverance

WHERE DO WE START?

Self-Awareness and Reflection

Get to know yourself
(In family/ school/ community context)

Personality Test

My stengths

My weaknesses

Interpersonal Relationships/ Career

By reflecting on experiences, a person gains insights into her/his behavior and can make changes for improvement.

https://www.16personalities.com/bg/%D0%BB%D0%B8%D1%87%D0%BD%D0%BE%D1%81%D1%82%D0%B5%D0%BD-%D1%82%D0%B8%D0%BF-infj

DO

I RECOGNIZE THE LEADER IN MYSELF ?

LEADER = CHARAKTER +

- Bowers and Seashore found that for a leader to be effective, four factors should be evident in his behavior:

- **Providing personal support** - must help his associates to build high self-esteem about themselves and their work.

- **Facilitating interaction** - should encourage cooperation between people, building close working relationships and teamwork.

- **Focus on the goal** - must inspire his associates to enthusiasm and empathy towards common goals;

- **Ease of work** - must help his associates achieve their goals by supporting them with resources, advice and information.

Need to be trained
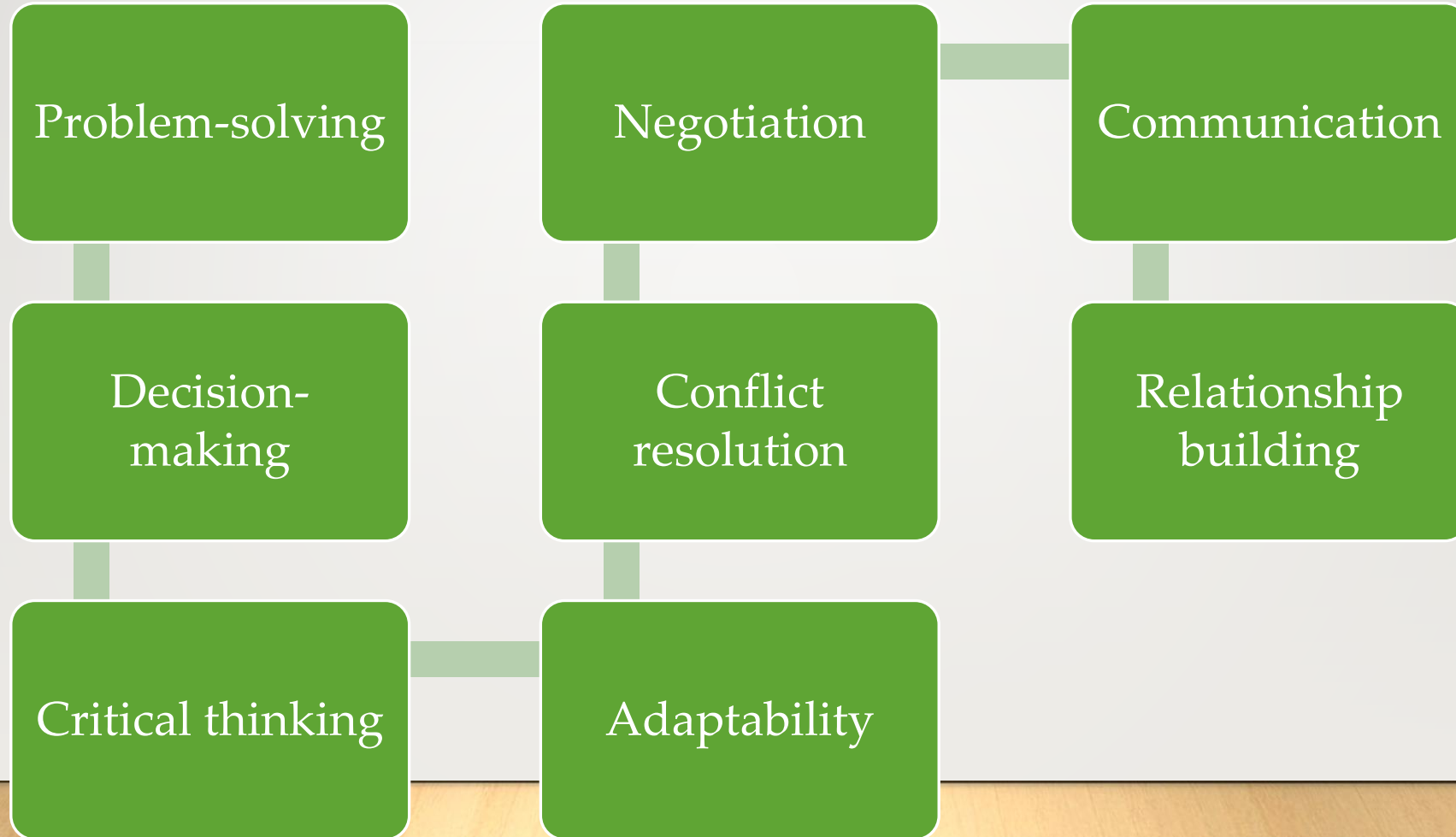
Need to trust
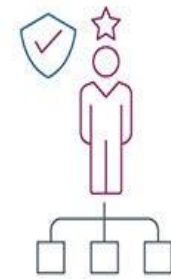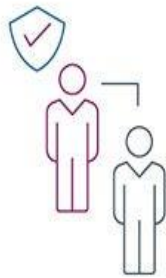
Build 7 Behaviors to Boost Trust

- Listen and respond with empathy.

- Provide opportunities for team members' growth and development.

- Share thoughts and rationale for decisions.

- Genuinely acknowledge your own failures.

- Inquire and care about employee wellbeing.

- Encourage others to challenge old ways of doing things.

- Recognize the success of team members.

Types of leaders

Bureaucratic

A task-oriented leader

Authoritarian

Liberal

The servant leader

A task-oriented leader

A people-oriented leader

Democratic leader

A transactional leader

Transformational leader

LEADER'S SKILLS

Problem-solving

Negotiation

Communication

Decision-making

Conflict resolution

Relationship building

Critical thinking

Adaptability
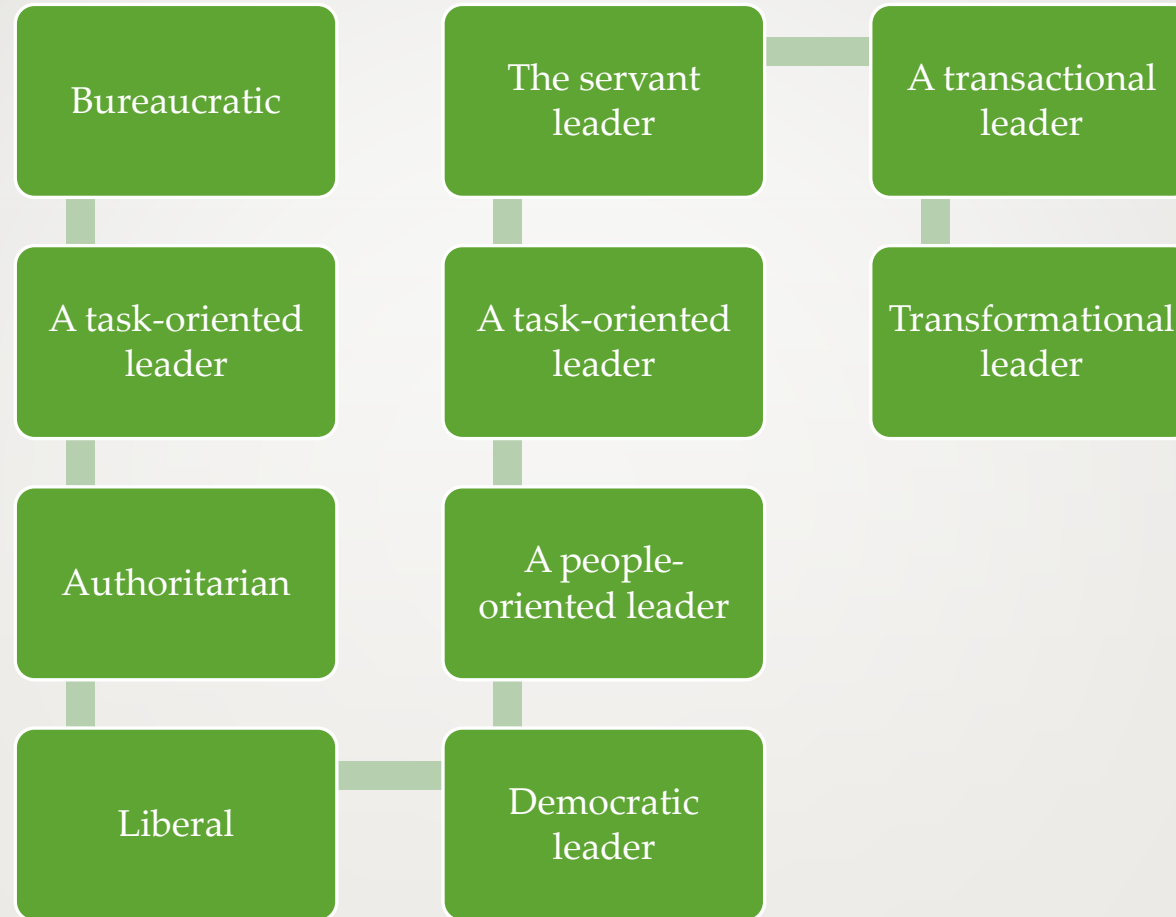
Leaders development

How are best leaders made?

- A leader must become self-aware and then achieve self-mastery.

- You cannot lead others until you can lead yourself.

- As you start to leap into the world, **you begin your outer journey, overcoming setbacks, persuading others, empowering them, and navigating crises—armed with a sense of history, humor, passion, and purpose**.

The steps Identify Your Business Drivers

This section shows you how to link your development activities and tools to the critical strategic and cultural priorities of your business.

Business drivers related to the respective environment /education, health care, economics/


"Sometimes your greatest strength can emerge as a weakness if the context changes."

-Harsha Bhogle
Cricket commentator, journalist

The steps Build Your Leadership Competency Framework

- **Competencies are at the heart of an effective leadership development strategy.**

- **They define the needs of leaders at different levels aligned to your business priorities.**

- **This section shows you how to build an effective and relevant competency framework**

Leaders competences

Managing competences

Functional competences

Key competences
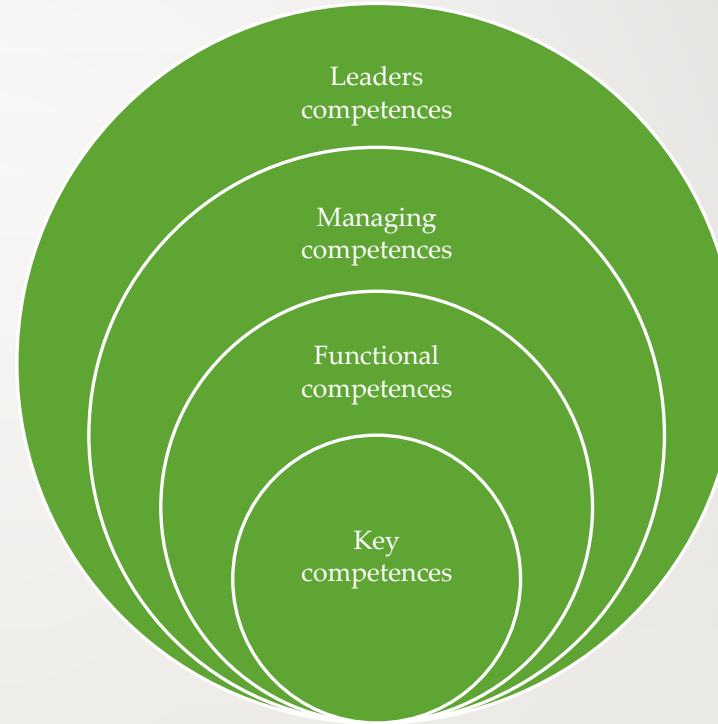
The steps Adopt Leader-First Instructional Design Principles

This section introduces a set of design principles that meet the needs of the modern learner.

It also provides tips to maximize the instructional quality and impact of your programs.
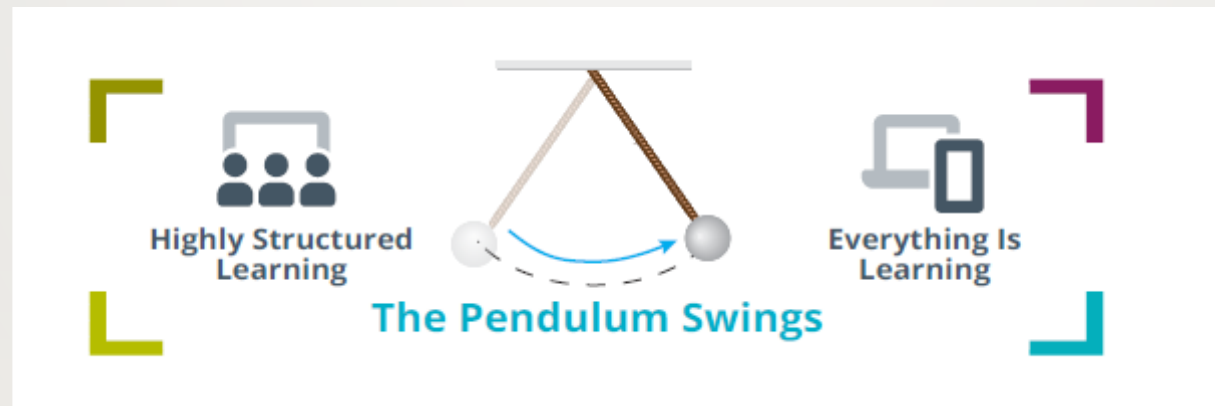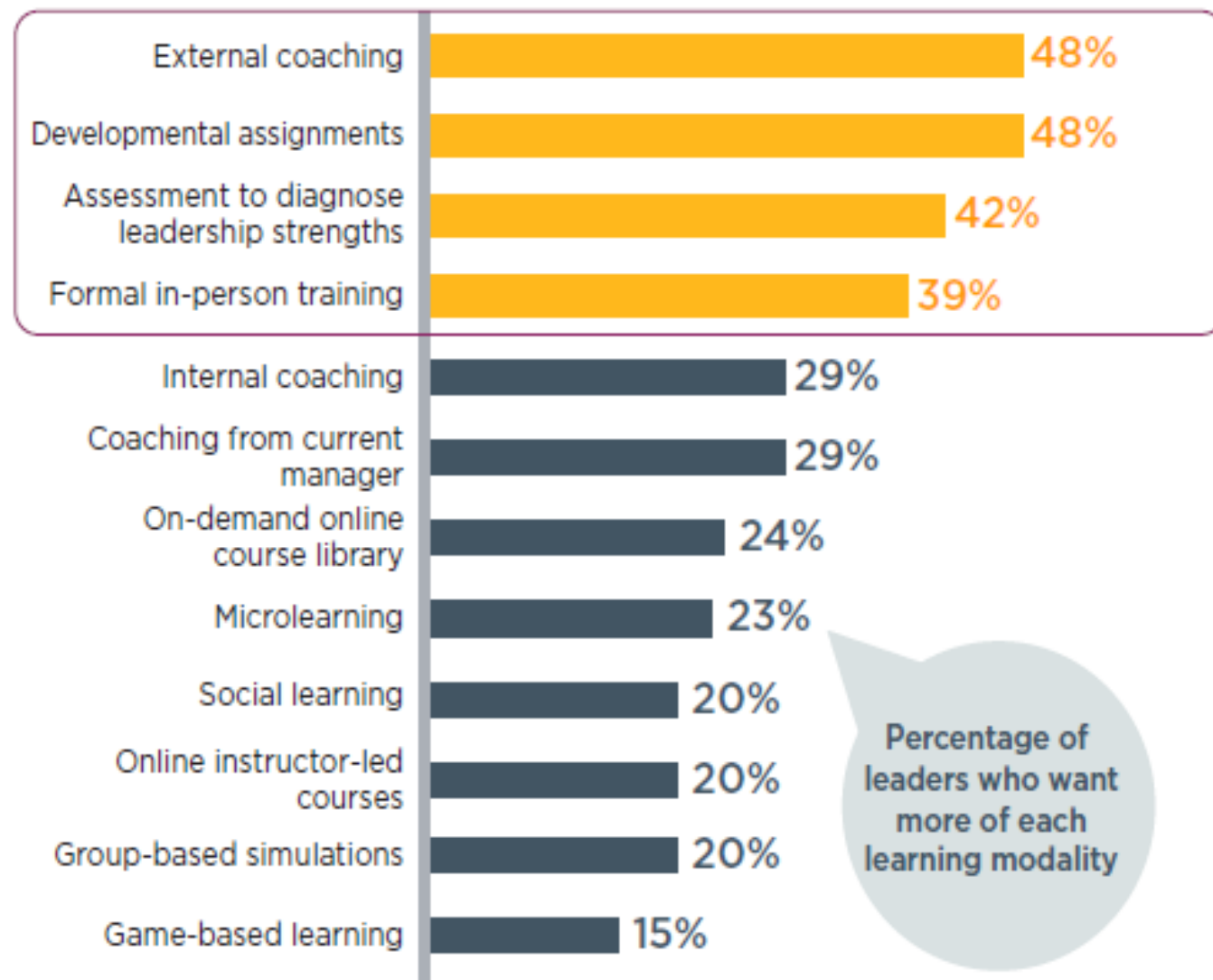
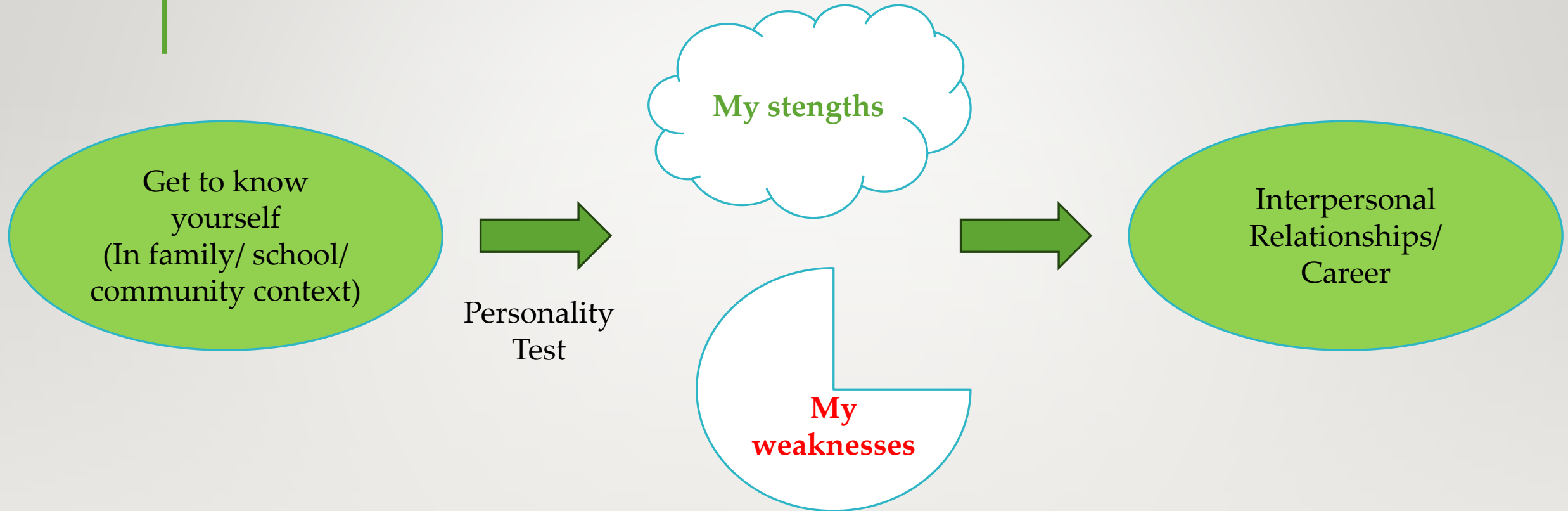# The steps Invest in Great Leadership Facilitators

Facilitators continue to play a critical role in leadership development. This section shares tips and best practices for identifying and developing great leadership facilitators.

How 15,000 Global Leaders Want to Learn