

Sharing Leadership

Open- Rousin' Song

(Flip)

Announce the Title

(Flip)

Learning Objectives

- *Know how and when to use the four leadership styles.
- *Know the importance of decision making/responsibility as key functions of leadership

Situation- The Scoutmaster would like your patrol to build campfire for the parents who are visiting tonight. Also, Wolf patrol has challenged your patrol to a water polo match. What will your patrol do?

- *pass out name tags/scripts
- *Act it out

“Which leader handled the situation the best?”

Take Answers

Questions to the group- 5 situations

1. PLC has decided that it would be best if your troop went to different camp. Take Answers
2. Jimmy needs help setting up a tent, PL has to go to PLC. Take Answers
3. Patrol is going rock climbing for the first time/ PL is expert. Take Answers
4. Group must decide new flag design Take Answers

5. PL needs to decide which campsite his patrol will use at summer camp/ He knows he may not first choice.

Take Answers

Questions- “Is one type best for all situations?”

Take Answers

“What type of leader is your Scoutmaster?”

Take Answers and put all nametags on one person.

(Flip)

“Now that we have a general idea of the leadership styles, we can examine more closely”

“Remember difference situations often need different types of leaders.”

Telling- (Ordering) 1st type” In this case, who identifies the problem makes the decision and directs activity.”

Answers= Leader

“Are group members considered?”

Answers= Sometimes yes and sometimes wants to be boss.

“When is Telling the right style?”

*Emergency

*When leader is expert

(Flip)

Persuading- (selling) 2nd type

“Who makes decisions now?” Leader

“When he makes a decision what does he do next?” sell it to group

“How is persuading different from telling?”

Telling demands that the group does what the leader wants.

Persuading gets the group to agree with the leader.

“When is persuading the right style?”

When the leader knows more about the situation than the others.

When leader wants groups enthusiastic support.

When PLC has made decision and patrol must be sold.

(Flip)

Consulting- 3rd type

“Does the group get more involved in this style? How?”

Leader asks what they think

“Can the leader offer suggestions” Yes he has ideas too.

When is consulting the right style of leadership?

- When the leader doesn't know what to decide and needs the group to help.
- When the leader wants to be sure the groups desires are represented.
- When the leader wants to include group members in the decision.
- When the leader wants to know who's for and who is against the idea.

Delegating- 4th type

“What do you think it means?”

- The leader introduces the problem
- The leader sets the guide lines
- The leader turns the problem over.

“Who makes the final decision?”

- The group

“Must the leader accept the group’s decision?”

- Yes, if it falls within the boundaries he set.

“Another type of delegating is if the leader turns over the authority to someone else. What are some examples of this type of delegating that you’ve noticed throughout the week?”

“When is delegating the right leadership style?”

- When the leader wants to be sure the group is fully involved.
- When the leader honestly doesn’t know what decision to make.
- When the leader doesn’t want the responsibility for the decision (this may or may not be desirable).
- When the leader wants an individual or the group to gain experience in making decisions.
- When the leader wants maximum enthusiasm for the decision.
- When someone else can do the job better than the leader.

“A leader can also delegate by joining the group and going along with the group’s decisions. Joining the group is still leadership.”

RESPONSIBILITY AND AUTHORITY

“What is the difference?”

- Responsibility can never be shared by a leader. Whatever style he chooses to use, he is still responsible because he’s the leader.

- Authority can be shared. As the authority of the leader decreases, the freedom of the group increases. In a troop or patrol, this is a healthy situation.

“During the week the patrol had some hurdles designed to test both their Scouting and leadership skills. Think about who acted as patrol leader in those situations. Were they leading like “Tom the Teller” or “Del the Delegator”?

“As you all work together over the next few days, think about which leadership style you use when you are responsible for getting the job done. What is the best style for each situation?”

SUMMARY

“When the group members share in the decision making, they will have a clear understanding of the purposes and goals, will be flexible, and will achieve maximum success.”

“Fail to honor people, they fail to honor you. But of a good leader... When the work is done, his aim fulfilled, They will say, “We Did this ourselves””

Lao-Tzu

Reflection

Guidelines now!!!

- Why would a leader want to share leadership?
- In your own words, what are the most important things about sharing leadership?

- How can planning be an important way to share leadership?
- How can you bring this skill to your home troop?
- Why do we teach this leadership skill?
- What are some ways you can share leadership here at White Stag?