

Part A (1st Week)



**LEAD AND SUCCEED
COMMUNITY**

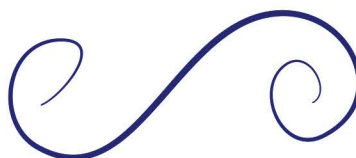
MASTERING MANAGEMENT IN MODERN TIMES

Action Step 1. Your Primary Leadership Style

You were assigned a quiz to take and should have received a report from that quiz on your primary style

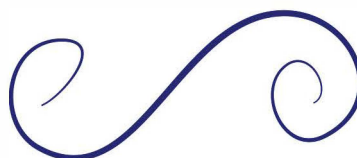
What was your primary style?

How has your primary leadership style influenced the decisions you've made and the outcomes of those decisions?



Provide specific examples or situations where your primary leadership style was particularly effective.

Recall a situation where you think a different leadership style might have been more beneficial. Why?



Action Plan Step 2. Leadership Traits Assessment

The Trait Theory of Leadership posits that certain individuals have inherent traits that make them better leaders. Over time, a variety of traits have been identified as potentially beneficial for leadership. While different studies and models may list various traits, here are 10 commonly recognized leadership traits derived from Trait Theory:

1. **Intelligence:** Capacity to process information, think critically and make informed decisions.
2. **Self - Confidence:** Belief in one's abilities, which can inspire confidence in others.
3. **Determination:** Persistence and drive to achieve goals despite obstacles
4. **Integrity:** Possession of strong moral principles, honesty, and the ability to inspire trust.
5. **Sociability:** Ability to build relationships, communicate effectively, and get along with others.
6. **Initiative:** Proactiveness and the ability to act on opportunities without always being directed.
7. **Adaptability:** Flexibility and resilience in the face of change or challenges.
8. **Insight:** Ability to understand and interpret complex situations or problems.
9. **Assertiveness:** Capacity to express one's ideas and views clearly and confidently without being over aggressive.
10. **Empathy:** Ability to understand and share the feelings of another, crucial for building and maintaining team morale.

Different studies on Trait Theory may highlight other traits or slightly different versions of the traits listed above. The key concept of Trait Theory is that effective leaders possess a distinct set of characteristics or qualities that differentiate them from non-leaders.



Complete this Assignment:

Instructions: Read the statement and score yourself on how much you agree (higher number) or disagree (lower number).

Personal Characteristics:

1. I am confident in my abilities to lead others.

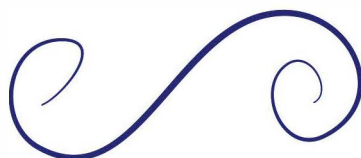
1 2 3 4 5

2. I am assertive when it comes to getting tasks completed.

1 2 3 4 5

3. I have a high level of personal ambition.

1 2 3 4 5



4. I am self-disciplined and can manage my time effectively.

1 2 3 4 5

5. I adapt quickly to new situations.

1 2 3 4 5

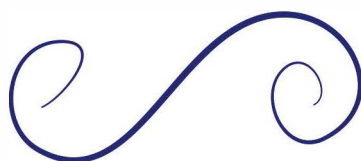
Interpersonal Skills:

6. I have a knack for influencing others.

1 2 3 4 5

7. I am good at understanding other people's perspectives.

1 2 3 4 5



8. I am able to communicate my ideas clearly and effectively.

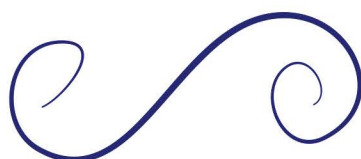
1 2 3 4 5

9. I have strong relationship-building skills.

1 2 3 4 5

10. I can effectively manage conflict within a team.

1 2 3 4 5



Decision- Making Capabilities:

11. I am comfortable making decisions with a degree of risk.

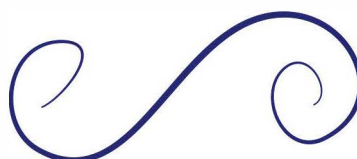
1 2 3 4 5

12. I am able to make quick decisions when necessary.

1 2 3 4 5

13. I consider all available information and viewpoints before making a decision.

1 2 3 4 5



14. I am comfortable with taking responsibility for my decisions.

1 2 3 4 5

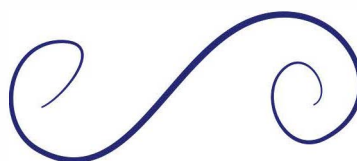
15. I am able to make unpopular decisions if it is for the benefit of the team or organization.

1 2 3 4 5

Ability to Motivate and Inspire Others:

16. I am able to inspire others towards a common goal.

1 2 3 4 5



17. I recognize and acknowledge the efforts and contributions of others.

1 2 3 4 5

18. I am able to maintain the morale of the team during challenging times.

1 2 3 4 5

19. I am able to encourage creativity and innovation within the team.

1 2 3 4 5

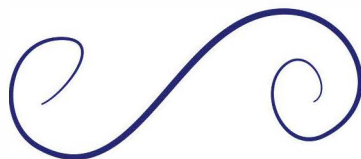


20. I am able to bring out the best in others.

1 2 3 4 5

Add the total score from each category. A higher score indicates a stronger presence of leadership traits as identified by Trait Theory.

This should not be the sole determinant of leadership capability, but it provides a basis for understanding individual leadership strengths and areas for improvement.

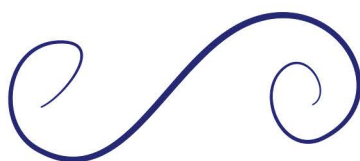


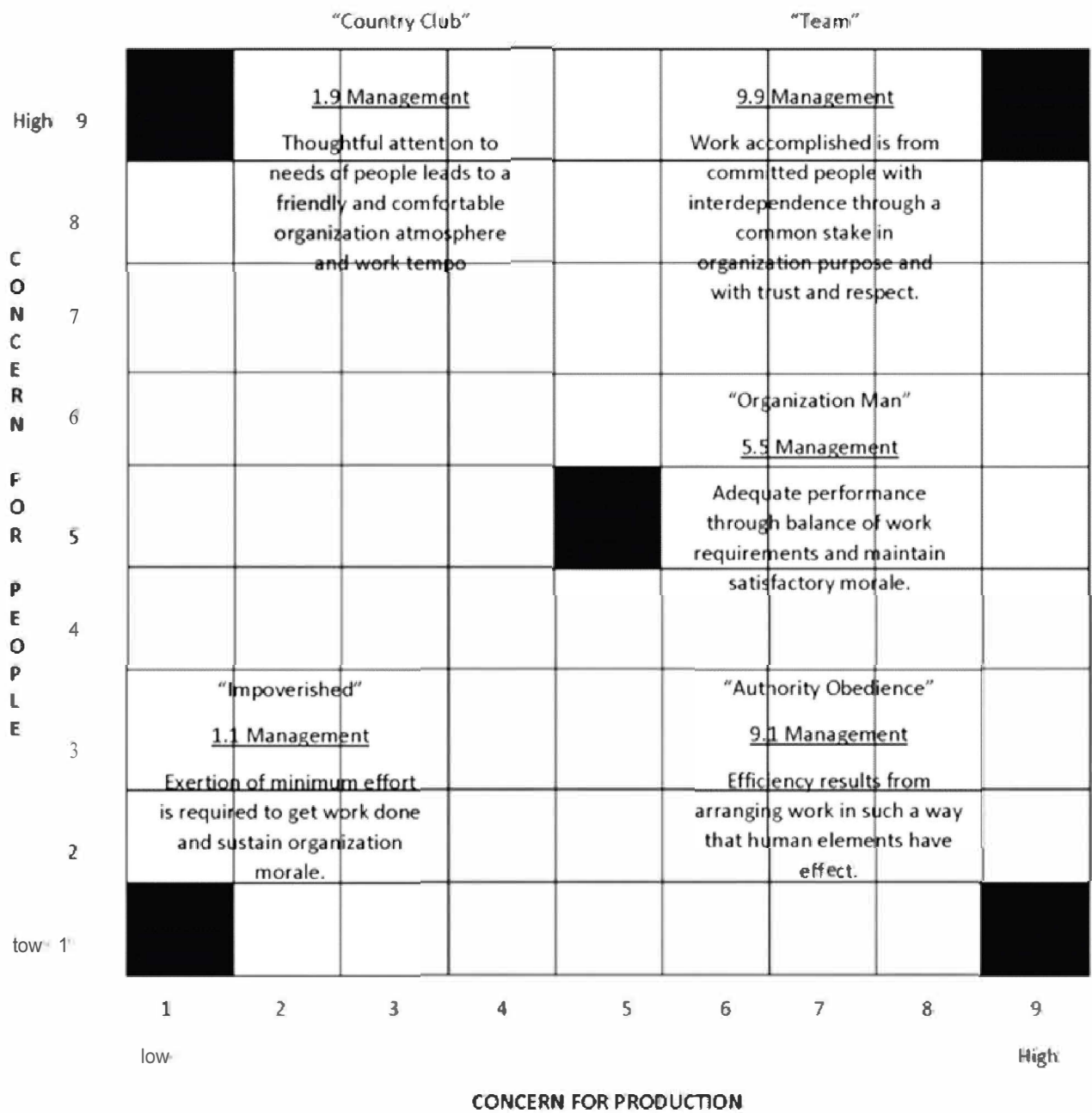
Action Plan Step 3. Behavioral Theory Assessment

To plot your score on the Behavioral Theory chart by Robert Blake and Jane Mouton, you would use the Managerial Grid, also known as the Leadership Grid. This grid is a visual representation of leadership styles based on two dimensions: concern for people (y-axis) and concern for production (x-axis). The grid has both axes ranging from 1 to 9, where 1 represents low concern and 9 represents high concern.

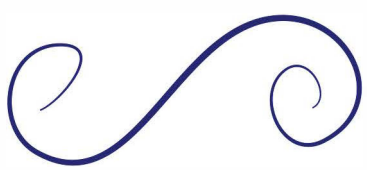
Here's how you can plot your score:

- 1. Assess Your Concern for Production:** This dimension measures how much emphasis and value a leader places on tasks, goals, and output. A score closer to 9 means a high concern for production, while a score closer to 1 indicates a low concern.
- 2. Assess Your Concern for People:** This dimension measures how much emphasis a leader places on team members' needs, interests, and personal development. A score closer to 9 indicates high concern for people, while a score closer to 1 shows low concern.
- 3. Plot Your Scores:** Using your two scores, you would locate your position on the grid. For example, a leader with a score of 9 on concern for production and a score of 9 on concern for people would be plotted in the top right corner of the grid, representing the "Team Management" style.





Developed By Robert Blake & Jane Mouton



4. Identify Your Leadership Style: Depending on where your scores lie on the grid, you'll fall into one of the identified leadership styles. The grid describes five primary leadership styles:

Concerns for People	Concern for Production	Leadership Style
1	1	Impoverished Management
9	1	Country Club Management
5	5	Middle-of-the-Road Management
1	9	Authority-Obedience Management
9	9	Team Management

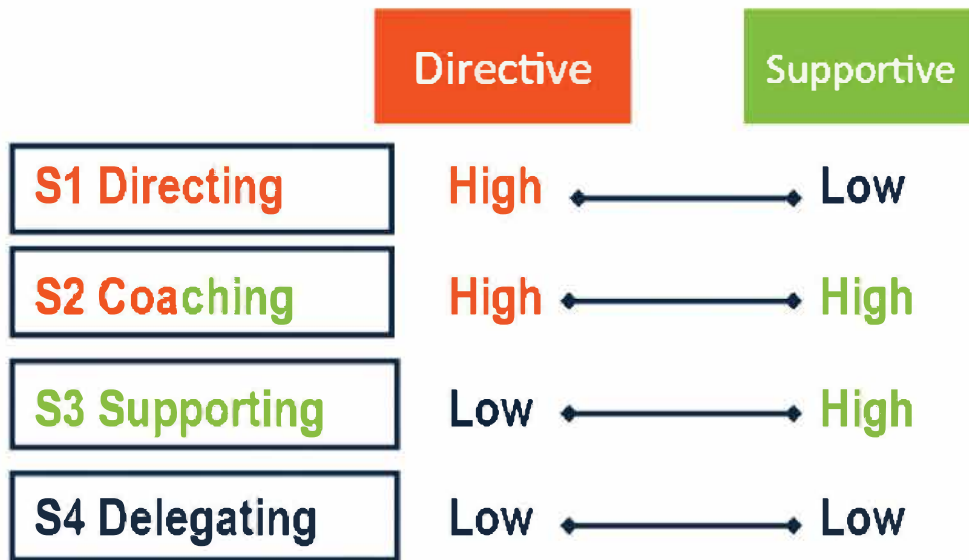


Action Plan Step 4.

NAME:

POSITION:

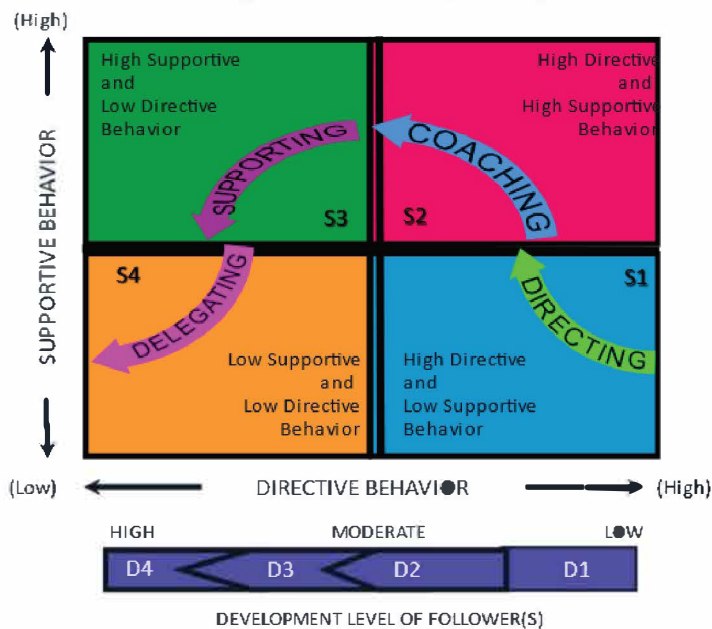
CURRENT SUVP STYLE:



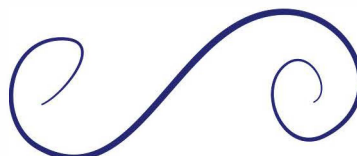
47



SLII Supervisory Styles [®]



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ASSIGNMENT

Complete Story Videos:

Are leaders born or made?

What does it take to be a great leader?

