Leadership small group experience to introduce five leadership styles — role play one of five different leadership types.

Task: Plan a Friday night evening excursion of Budapest for the ICI-E, 38 people total.
Purpose of event: to see the city highlights within 3 hours time, including transportation and evening meal for each person
Budget - $10 USD (8.50 euros) per person
What do you need to consider to make this event successful?
You have 20 minutes to determine your answers.

NOTE: Depending on your actual geographic location, you will need to modify the task to make sense in your own geographic location.

NOTE: Each team leader is given his/her role to play. Members of the group do NOT know that the leader is playing a role. All the members of the group know is the task (See task above.).

Five basic leadership types and brief descriptions that group leader will play and team person to play each role:

**MANAGER LEADER** - TEAM PERSON: ______________
1. Organizes everything - all the little details; he/she focuses on both the minor and major tasks involved.

2. Gives everybody a job - a job for everyone and everyone with a job; the leader assigns tasks

3. Evaluates constantly. He/she constantly is seeking to determine that everyone knows his/her job and is doing it.

4. Evaluates each person:
   - if they have good ideas or do a good job the leader praises
   - if the person has an idea that the “leader” does not like, if the person does not do a really good job, then the leader scolds and/or punishes the person

5. Everyone reports to him/her; he/she reports to another supervisor, but those who work for the manager do not report to anyone except the manager. To go over the manager’s head to someone higher is a very bad thing!

6. General attitude: People are to be used for production: the bottom line is to get things done efficiently and the manager-leader is responsible for efficiency!
7. If people work properly for the manager, the manager gets praise and is often promoted. Those who work for him/her may get promoted.

8. People are valued for their work, not for their being people.

9. Managers train people to do their job efficiently.

**People in the Management Group:**

**EGO-CENTRIC LEADER - TEAM PERSON:**

1. Always wants attention to him/her.

2. Always says these are “My plans,” “My success,” “You are my group” -etc.

3. Totally focused on self,

4. Builds his/her own kingdom and no one else’s kingdom

5. People are used for his/her own greed and satisfaction and pleasure

6. Could use force if necessary to get his/her way

7. Ego-centric leaders seek for ways to maximize their power in order to become dictators.

**People in the Ego-centric group:**

**LAISSEZ FAIRE LEADER – Team Leader**

1. Does nothing. People in his/her group/committee can do just about anything that they want to do or not do. Success is not measured by achieving any goals. Just being together is enough.

2. Does not help in planning. Usually this committee/group does not plan; they just talk.

3. Just “laid back” and gives no direction, no help, nothing. The “leader” does not lead; nor does he/she follow.

4. People are just there to be, not necessarily to do anything.

5. This leader and his/her group accomplishes no goals, establishes no plans; do nothing except meet and talk about anything that they want to talk about.
6. If the committee/group does make some plans, this happens because someone else in the committee/group takes over and helps the group to plan. This is an ideal group for a dictator to take charge because the leader will not lead and the group often gets frustrated!

**People in the Laissez Faire Group:**

**DICTATOR LEADER – Team Leader ________________________**

1. Tells people what to do, how to do it, when to do it, and how well to do it.

2. No one makes decisions except the dictator

3. Builds his/her kingdom by force if necessary

4. People do not count: they are for the dictator to control

5. Decisions are to be followed by action from those under the control of the dictator

6. Decisions are not to be challenged nor modified.

7. The role of people under the dictator is to do what the dictator tells them to do.

**People in the Dictator Group:**

**DEMOCRATIC LEADER – Team Leader: ________________________**

1. Always wants to vote on what to do

2. Majority always wins

3. He/she is careful not to alienate the minority because they could become the majority!

4. People’s votes count: they make the decisions, but leader often manipulates people to decide for the direction that the “democratic” leader wants the people to move toward.

5. This leader “helps” people to make a decision by offering options, pointing out the benefits of what the leader wants to do; points out the negatives of other ideas; pushes gently but continually for his agenda to be accomplished.

6. Democratic leaders often work through sub-committees or sub-groups by choosing those to be on a sub-group, setting their agenda, telling them what he/she expects them to accomplish; and fairly well manipulates the sub-committee to come to the leader’s ideas. When the sub-group reports to the whole group, they give their report and it is almost always in favor of what
the democratic leader wants to accomplish.

7. Democratic leaders appear to be democratic, giving people the power through voting, but the vote is rigged in favor of what the democratic leader wants to be decided!

**People in the Democratic Leader Group:**