



NORTHGATE

ACTIVITIES FOR MANAGEMENT DEVELOPMENT



Leadership Challenge!

A valuable exercise for all staff who work in teams, all who are leaders or who work for leaders. It involves nominating a leader, getting up to scratch with details of a project, briefing a team and leading them to a successful completion.

Timing	2 hours
Numbers	Up to four teams of 3-6 participants
Cost	£495 (plus delivery & VAT)

Requires the use of one computer & printer

Focusing on:

- ***Strategic planning***
- ***Leadership roles***
- ***Seeking information***
- ***Team briefing***
- ***Setting objectives***
- ***Motivation***

How it works

Teams have an O/S map of the Scottish Highlands and the task is to reach Ratagan village, 40 kilometres to the north of where they are. In this tabletop simulation they have three days to get there with as many points as possible.

Points are earned by collecting various items, visiting nominated places and taking key photographs. Of course teams have no cameras or film or any other equipment at the start. This can be ordered on the computer and paid for out of their £500 budget which must also cover any ferries, accommodation or other expenses incurred.

To make the most of the challenge teams have to plan their route carefully and budget well. A sketch map of the area makes planning a little easier but it's still a challenge to work it all out within the time given - about 2 hours. Finally team enter their routes and receive a report detailing their expenditure and achievements and giving them a final score. Can they beat the other teams who are doing the same trek?

Key Learning Points

- The importance of good team briefing
- The need for all team members to understand the task
- The leader's role in checking understanding and reviewing progress
- The need for relevant and accurate information retrieval
- The need for leaders and teams to set clear objectives
- The key role of analysis and planning in any team activity
- The critical issue of leadership style

Benefits

- active, participative learning
- packed with training points
- highly motivating
- ideal for all teamwork and leadership courses
- free help and advice line
- full Trainers Notes including key learning points
- only one pc and printer required (all teams use the same computer)

WHAT TO DO

Leadership Challenge is very easy to use.

1. Divide participants into teams
2. Nominate a leader in each team and issue leaders with the Briefing Papers and OS map. Allow them 20-30 minutes familiarisation.
3. Using the handout the other team members have 20-30 consider leadership qualities and what makes a good leader.
4. Leaders return to their teams, brief them and work begins.
5. Teams access the computer to order equipment, request information and ultimately enter their routes. All relevant information is stored on the computer database.
6. Teams receive final reports and scores from the computer.
7. You lead the Debrief. **Full Trainer's Notes** provided plus PowerPoint presentation slides.

LEADERSHIP CHALLENGE! TRAINERS' COMMENTS

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A very powerful vehicle for covering differing styles of leadership and the key points of teamwork.

Simple to use, effective and fun.

Mike Hobbs Eastwood Consulting

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An excellent tool to develop leadership and teambuilding skills in an exciting and innovative manner. A good opportunity to experience real self-learning.

Jenny Aspland Barnardos

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