

# Activity 1

## LEADERSHIP ORIENTATIONS

### Lee Bolman

This questionnaire asks you to describe yourself as a manager and a leader. For each item, give the number “4” to the phrase that best describes you, “3” to the item that is next best and on down to “1” for the item that is least like you. Every line must be filled with a ranking.

#### 1. My strongest skills are:

- \_\_\_\_\_ A. Political skills
- \_\_\_\_\_ B. Interpersonal skills
- \_\_\_\_\_ C. Analytic skills
- \_\_\_\_\_ D. A flair for drama

#### 2. The best way to describe me is:

- \_\_\_\_\_ A. Inspirational Leader
- \_\_\_\_\_ B. Technical expert
- \_\_\_\_\_ C. Skilled negotiator
- \_\_\_\_\_ D. Good listener

#### 3. What has helped me the most to be a successful leader is my ability to:

- \_\_\_\_\_ A. Build strong alliances and a power base
- \_\_\_\_\_ B. Inspire and excite others
- \_\_\_\_\_ C. Coach and develop people
- \_\_\_\_\_ D. Good listener

#### 4. What people are most likely to notice about me is my:

- \_\_\_\_\_ A. Attention to detail
- \_\_\_\_\_ B. Ability to succeed in the face of conflict and opposition
- \_\_\_\_\_ C. Charisma
- \_\_\_\_\_ D. Concern for people

**5. My most important leadership trait is:**

- \_\_\_\_\_ A. Caring and support for others
- \_\_\_\_\_ B. Toughness and aggressiveness
- \_\_\_\_\_ C. Clear, logical thinking
- \_\_\_\_\_ D. Imagination and creativity

**6. I am best described as:**

- \_\_\_\_\_ A. A visionary
- \_\_\_\_\_ B. A humanist
- \_\_\_\_\_ C. A politician
- \_\_\_\_\_ D. An analyst

## Activity 2

# Leadership Orientations

## Scoring

In the blank spaces of each column here, insert the score for the item listed to the left of each blank on the questionnaire. For example, if you ranked the line *Analytic skills* (1C) with the number "4" in the blank next to 1C on this stage. Continue until all blanks are filled. Total each of the columns and place the score under each.

(ST)	(HR)	(PL)	(SY)
1C _____	1B _____	1A _____	1D _____
2B _____	2D _____	2C _____	2A _____
3D _____	3C _____	3A _____	3B _____
4A _____	4D _____	4B _____	4C _____
5C _____	5A _____	5B _____	5D _____
6D _____	6B _____	6C _____	6A _____
_____	_____	_____	_____
_____ TOTAL _____	_____ TOTAL _____	_____ TOTAL _____	_____ TOTAL _____

## Activity 3

Leaders have vision. They share a dream and direction that other people want to share and follow. The vision of leadership permeates the union and is manifested in the actions, beliefs, values and goals of your organisation's leaders. Strong leaders can inspire with their own vision. In fact, most organisations and unions were started because the founder had a vision about what he or she could create. Sharing that vision with others in a way that compels them to act is the secret to a successful leadership vision.

Key questions to consider when developing your vision include:

- **How does our union matter to women, at this moment in time?**
- **What does the union want to accomplish for women in the broadest sense?**
- **How does this matter not only to women members, but also to the community at large?**
- **What do you want to achieve?**
- **Where is your organisation now and where do you want it to be?**
- **What are your values and beliefs?**
- **How can you support more women transport workers to get involved?**

When you have developed your vision, consider the first steps you will take to win support for this vision from:

- A. Women activists
- B. Union leadership
- C. Members
- D. Potential members

## Activity 4

# Action planning worksheet

On your own use the action planning worksheet to develop your own action plan. Outline your goal, objectives and the tasks that will enable you to meet your objectives. Ensure all your tasks are SMART. Share with someone else and be prepared to feedback some of your plan to the rest of the group.

**Goal:**

**Objectives:**

- 1.
- 2.
- 3.

Task	Key timings	Resources	Lead person

## Example of planning template:

Campaign Element	Activity Month 1	Activity Month 2	Activity Month 3	Activity Month 4	Activity Month 5	Activity Month 6
Field: Activists worker organising & actions						
Legal						
Media						
Government & political						
NGOs, community						
Investors						
Client						