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THE PROJECT

Skills-4U

Core skills for the 21st century

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WHY THIS SKILL BOX?

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INSPIRATION
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LEADERSHIP

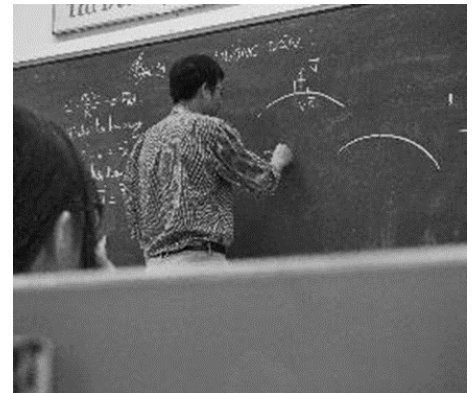
The 21st Century has different leadership styles.
Discover your style and create it.

WHY THIS SKILL BOX?

Leadership is not only about being on the top of a hierarchy and guiding an organisation or a group. In medium and large enterprises, there is not a unique and solid pipeline of work.

Different projects arise, start, evolve and develop until a consolidated process is reached. In that process, people from different areas and with diverse backgrounds work together on **them**.

There is not always a sole leader for all projects. Depending on the content, this can change. Workers have to know when to take a step forward and lead and how to facilitate others do.



INSPIRATION

There is a myriad of authors that have studied the topic of “Leadership” and/or have proposed different styles within its scope. We highlight the following:

- **James C. Hunter:** His short novel illustrates a radically different approach in which the leader is serving and supporting others’ acts. This contrasts with the misconception that a leader should only guide the group.
- **Daniel Goleman:** After showing that there is not a unique style, different styles proposed by D. Goleman are shown. These styles are illustrated with excerpts of different movies such as “*The Gladiator*”, “*Invictus*” or “*Dead Poets Society*”.

ACTION

Before presenting the inspiration, participants are invited to think of different people whose Leadership has impressed them.

After the presentation of Leadership styles, the names of those inspirational people are shared, and the proposal to group them and to identify which leadership style(s) they practice is put forward. Participants are also asked to think about concrete actions carried out by those where they acted as leaders.

- What was the context and the problem?
- What did they do
- What outcome was presented to others?

Participants can ask for further information or to discuss other actions to be taken and their possible outcome.

Reflection

After the session, participants are invited to think about situations in which they have led and what is their particular style.

They are also invited to think if other styles would have been more effective, what will be the pros and cons of each of them.