Leadership Development

LEADERS: BORN OR MADE?

Session Length: 50 Minutes

Learning objectives:
- Identify exceptional well known leaders and what makes them a good leader
- Identify the qualities of good leaders.
- Understand how to cultivate and improve leadership qualities.
- Develop an individualized plan for future leadership growth.

Required Materials:
- Flipcharts
- Power Point presentation file
- 3’ of clear tape
- Handout of each of the “Game Show” leaders slides
- Handouts for leadership self evaluation

TRAINER PREPARATION

Trainer Preparation:

The trainer should take time to familiarize themselves with the flow of the session. They should become familiar with each of the leaders that are identified in the “Game Show” portion of the session to discuss each of their accomplishments if needed.

The trainer should update the slides with the trainers name and date etc. on all appropriate slides

Physical Arrangements:

A normal arrangement of tables and chairs for training purposes is sufficient. The trainer could have music playing prior to and during the arrival of the participants. This will create excitement and interest in what will be discussed in the session.

Type of Trainer:

This session should be taught by someone who is thoroughly familiar with the different types of leadership styles and should be able to discuss thoroughly the different qualities of leadership. It is also helpful to have a trainer who not only has a solid understanding of the different leadership opportunities that an Arrowmen will have over his Scouting, Educational, and Professional career.

Other Advanced Preparation:

The trainer could possibly generate a list of situations that Arrowmen face on a regular basis and be able to discuss good leadership practices for each.

Trainer Tip: The trainer should take special caution to limit the participant’s discussion to only pertinent topics. These types of activities often lend to the participants wanting to have “story time” and if this is allowed the session will quickly go off course and will be over time.
# Leadership Development - Leaders: Born or Made?

## SESSION NARRATIVE

### Introduction: 2-3 Minutes

<table>
<thead>
<tr>
<th>Power Point Slide #1</th>
<th>Title Slide</th>
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The trainer should start by introducing themselves and the session objectives.

<table>
<thead>
<tr>
<th>Power Point Slide #2</th>
<th>Session Objectives</th>
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The trainer should briefly describe each of the Session Objectives:

- Identify exceptional well known leaders and what makes them a good leader
- Identify the qualities of good leaders.
- Understand how to cultivate and improve leadership qualities.
- Develop an individualized plan for future leadership growth

<table>
<thead>
<tr>
<th>Power Point Slide #3</th>
<th>Session Question</th>
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**Are Leaders Born or Made?**

* **Trainer Tip:** The slide is intended to spark a question that should be answered during this session. The trainer should spend just a second or two on this slide and should point out that we hope to answer the question throughout the session.

<table>
<thead>
<tr>
<th>Power Point Slide #4</th>
<th>Session Quotations</th>
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- Don’t tell people how to do things, tell them what to do and let them surprise you with their result. - George S. Patton
- Leadership is the art of getting someone else to do something you want done because he wants to do it. - Dwight Eisenhower
- The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it. - Theodore Roosevelt
- Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile.” - Vince Lombardi
The Leadership Game Show- “Name That Leader”  

15-20 Minutes

Power Point Slide #5 Leadership Game Show

*Trainer Tip:* The slide is intended to introduce the audience with the Game Show and to describe the game rules. The trainer should take on the persona of a Game Show Host and should update this slide with his or her name as the Game Show Host.

The trainer should set this portion of the session as a game show format. Divide the large group into “teams” depending on the size of the group. Any member of the team can raise their hand once they are ready to answer. The trainer will call on the team that raises their hand first and the team will have 15 seconds to discuss the team’s answer. A point will be awarded for a correct answer and the game will continue to the next leader until all 12 leaders have been discussed. The trainer should utilize the power-point slides provided because the slides are designed to serve in a game show format. The team that scores the most points should receive a small prize (candy, old scout memorabilia, etc).

Power Point Slides #6-#120 Leader #1-#12

*Trainer Tip:* The slides are designed so that each bullet appears separately and the trainer or designee should allow the slides to progress slowly until one of the teams raises their hand. Once someone raises their hand the slide progression should stop and the team should give their answer. If the team gets it right the trainer should progress through the slides and the last slide will show the correct answer. If the team who raises their hand first gets it wrong the trainer should continue the slides at a slow pace until someone else wants to answer the question.

The trainer should feel free to modify this list to meet his or her own needs these are just suggestions.

- Leader #1 Ronald Reagan
- Leader #2 Paul “Bear” Bryant
- Leader #3 Dwight D. Eisenhower
- Leader #4 Bill Gates
- Leader #5 Mahatma Gandhi
- Leader #6 Jesus of Nazareth
- Leader #7 George Washington
- Leader #8 Benjamin Franklin
- Leader #9 Joe Montana
- Leader #10 Sam Walton
- Leader #11 Martin Luther King Jr.
- Leader #12 Margaret Thatcher
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**Game Show Leaders**

| Power Point Slides #121 | Game Show Leaders |

**Trainer Tip:** Trainers should hand out the slides for each of the “Game Show” leaders that will be reviewed by the teams.

“All of these leaders have accomplished many great things some have been to the betterment of their teams and people close to them while others have benefited mankind as a whole. Now we want to look at what characteristics the men had that led to their accomplishments.”

“Were these leaders born with their ability or did they develop their skills over their lifetime?”

The teams should be assigned one or two of these leaders to identify what leadership skills each of them have and to determine how they utilized these skills to be successful.

**Leaders Closer to Home**

| Power Point Slides #122 | Leaders Closer to Home |

**Trainer Tip:** This portion of the session is designed for each participant should spend 3-4 minutes in thinking about someone in there lives who have had a positive impact on them personally. Then they should take the remaining time writing down what characteristics that those people have that made them look up to them.

| Power Point Slides #123 | Leaders Closer to Home |

**Trainer Tip:** This slide is to reinforce the session question “Are leaders born or made?”. The trainer should not spend more that 10-20 seconds on this slide. It is intended to be quick and spark the participants to think about whether leaders are born or made.

**Qualities of a Good Leader**

| Power Point Slides #124 | General Qualities of a Good Leader |

“What are some qualities or characteristics that good leaders possess?”

**Trainer Tip:** The trainer should start this portion of the session with a question what are some qualities of a good leader and be prepared to write them on a flip chart at the front of the room.

| Power Point Slides #125-#131 | General Qualities of a Good Leader |
Trainer Tip: Once the group has offered several ideas tell them that all or most of the ideas are correct but these are the ones that were thought of. Below is a description if each of the qualities and a few talking points. These are not intended to be read verbatim but used as guidance throughout the discussion.

“All scouts should live their lives by the Scouting Ideals, the Scout Oath, Motto, Slogan, Law, Outdoor Code. I want to focus on a few aspects of each of these ideals and reorganize a few of them to define how they are used in leadership situations.”

Trustworthiness- A good leader must present themselves as someone that can be trusted. People must be trustworthy to gain the respect of others. A leader must deliver on promises. A leader needs to be trusted and be known to live their life with honestly and integrity. A good leader “walks the talk” and in doing so earns the right to have responsibility for others. True authority is born from respect for the good character and trustworthiness of the person who leads.

Enthusiasm- A good leader is enthusiastic about the job at hand and also about their role as a leader. Leaders are not concerned with the next job they will have but are passionate and dedicated to their current job. People will respond more openly to a person of passion and dedication. Although the responsibilities and roles of a leader may be different, the leader needs to be seen to be part of the team working towards the goal. This kind of leader will not be afraid to roll up their sleeves and get dirty.

Confidence- In order to lead and set direction a leader needs to appear confident as a person and in the leadership role. Such a person inspires confidence in others and draws out the trust and best efforts of the team to complete the task well. A leader who conveys confidence towards the proposed objective inspires the best effort from team members. A leader also needs to function in an orderly and purposeful manner in situations of uncertainty. People look to the leader during times of uncertainty and unfamiliarity and find reassurance and security when the leader portrays confidence and a positive demeanor.

Commitment to Excellence- Second best does not lead to success. The good leader not only maintains high standards, but also is proactive in raising the bar in order to achieve excellence in all areas. Leaders do not command excellence, they build excellence.

Imagination- A leader will make timely and appropriate changes in your thinking, plans, and methods. They show creativity by thinking of new and better goals, ideas, and solutions to problems. They are innovative!

Inspiration- Display confidence in all that you do. By showing endurance in mental, physical, and spiritual stamina, you will inspire others to reach for new heights. Take charge when necessary.

Self Examination

Power Point Slides #132

Self Assessment

10 Minutes

- Trainer Tip: This portion of the session is designed for each participant should spend 3-4 minutes in thinking about their own leadership qualities. Each participant should spend time in reviewing each of the qualities discussed previously and rank themselves on how they perceive their leadership skills. The trainer should notify everyone that they will not be required to share their rankings with the group but will be given the opportunity when everyone is completed with their assessment.
Conclusion

Question - Are leaders born or made?

Answer - Leaders are Made

*Trainer Tip:* This slide is designed to answer the session question using what has been discussed throughout the session.