

Title of assignment for mentoring	How to be an effective leader
Development Area	The development area centres on creating good leaders, and thus satisfied employees. On the one hand, effective leadership is reflected in increased workforce productivity, low turnover rates, and high employee motivation. On the other, it is reflected in confident, inspiring, highly communicative, and purpose-driven leaders.
The Practical Assignment brief:	The assignment is focused on promotion of strategic and effective leadership styles; techniques to put these styles into practice are provided; leadership building activities are proposed.
The Practical Assignment should allow to develop and apply skills in:	<ul style="list-style-type: none"> ● Active listening and empathy ● Mediation ● Communication skills ● Innovation and creativity ● Decision-making ● Results orientation ● Self-awareness and emotional intelligence
The Practical Assignment should allow to further develop and apply knowledge of:	<ul style="list-style-type: none"> ● Leadership styles ● People management ● Mediation and conflict resolution ● Negotiation strategies ● Delegation techniques
Task description:	<p>Participants work in pairs. The assignment takes place in 3 steps:</p> <ol style="list-style-type: none"> 1. Participants share their experiences as leaders and as followers and identify best practices and areas of improvement. They also discuss leadership styles and leadership building activities 2. In turn, a hypothetical leadership situation is presented to one of the two participants in the pair. The other one will act instead as follower 3. After both participants have acted once as leaders and once as followers, they will comment on their performances and the improvements achieved with respect to what discussed in step 1
Materials to be used:	Hypothetical leadership situations
Recommended timeline:	1 session of 1 hour and 30 minutes
Keywords:	leadership, effectiveness, management