



***NGEnvironment Lesson Plan for
IO3 – Training package for social and green NGO leadership***

***Module 1 Introducing Leadership in the NGO context
University of Paderborn, Jennifer Schneider & Marc Beutner***

Learning Outcomes: On completion of this workshop, the trainers (learners) will be able to:

- ❖ Define leadership
- ❖ Understand why leadership is important when starting a NGO
 - ❖ Understand the different styles of leadership
 - ❖ Understand social aspects/ specifics in NGO-Leadership
 - ❖ Identify your own leadership style

The aim of this module 1 is to introduce you to leadership NGO. Moreover, this module highlights the importance of being a competent leader for a running and successful NGO-business.

| Content and Instruction Method | Timing (minutes) | Materials / Equipment Required | Assessment / Evaluation |
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| <u>Workshop Opening</u> <u>Trainer Introduction</u> <ul style="list-style-type: none"> • Starting the workshop: The Trainer introduces himself/herself to learners and explains them the learning outcome of the module 1 | <u>5 minutes</u> | <ul style="list-style-type: none"> • Laptop; • Projector; • Flipchart; • PowerPoint, slides; <p>Note-taking materials for learners.</p> | <p>Learners should take notes.</p> |



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| <p><i>Part 1- What is leadership?</i></p> <p><u>Icebreaker exercise/whole group discussion:</u></p> <ul style="list-style-type: none"> The trainer starts a small group discussions by reading a critical definition according to leadership <p><u>Trainer presentation:</u></p> <ul style="list-style-type: none"> The trainer shows the learners the definition, theories and modules of leadership <p><u>Group tasks, discussions and reflections</u></p> <ul style="list-style-type: none"> Trainer moderates the tasks which the group try to solve in single and group work Results shown in the course <p><u>Trainer presentation</u></p> <ul style="list-style-type: none"> Module 1/ part 1 ends with a summary of the leadership | <p align="center"><u>15 minutes</u></p> <p align="center"><u>30 minutes</u></p> <p align="center"><u>15 to 30 minutes</u></p> <p align="center"><u>10 minutes</u></p> | <p>Learners will engage fully in the ice-breaker and group discussion exercises.</p> <ul style="list-style-type: none"> Laptop; Projector; PowerPoint, slides; Note-taking materials for learners. | <p>Learners should take notes.</p> <p>Learners should take notes.</p> <p>Learners solve the tasks on paper or directly on laptop/ iPad as self-assessment task All learners should take notes.</p> <p>Learners should take notes.</p> |
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| <p>short overview about leadership styles</p> <ul style="list-style-type: none"> • after every theory there will be a summary with pro and contra <p><u>Task</u></p> <ul style="list-style-type: none"> • learner has the opportunity to apply his new knowledge about leadership styles | <p align="center"><u>15 to 30 minutes</u></p> | <p>Pens and note-taking material for learners;</p> | <p>Learners solve the tasks on paper or directly on laptop/ iPad as self-assessment task. All learners should take notes.</p> |
| <p><u>Individual exercise – completing a self-reflection exercise:</u> After showing the video about leadership the learners show answer questions about his/ her own leadership style:</p> <ul style="list-style-type: none"> • What are important aspects and characteristics of your organisation? • What can be success factors for your leadership style? • Please create a poster with your | <p align="center"><u>15 to 30 minutes</u></p> | <p>Pens and note-taking material for learners;</p> | <p>Learners solve the tasks on paper or directly on laptop/ iPad as self-assessment task. All learners should take notes.</p> |

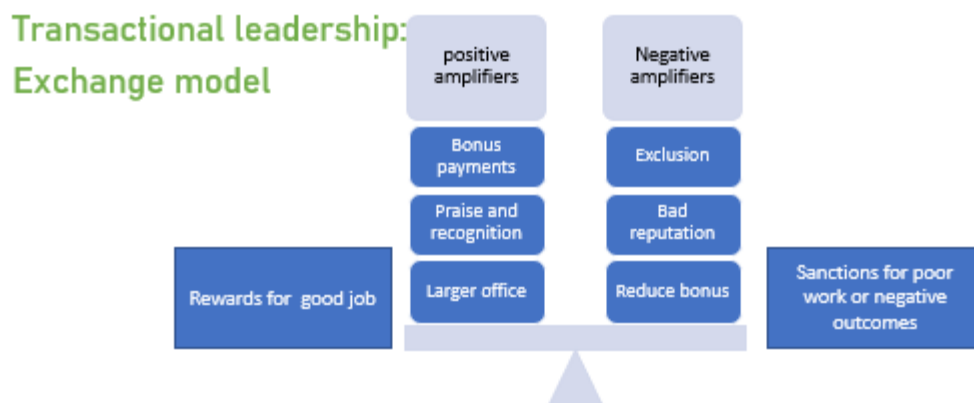
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| <p><u>Trainer Presentation:</u></p> <p>Trainer presents a presentation about importance of leadership when starting a NGO</p> | <p><u>10 minutes</u></p> | <ul style="list-style-type: none"> • Laptop; • PowerPoint, slides; | <p>Learners should take notes during the presentation.</p> |
| <p><u>Time frame for discussions</u></p> <ul style="list-style-type: none"> • Trainer leads the discussion and sum up the results | <p><u>10 minutes</u></p> | <p>Laptop;</p> <ul style="list-style-type: none"> • PowerPoint, slides; <ul style="list-style-type: none"> • Pens and note-taking material for learners; | <p>Learners should take notes during the presentation.</p> |

ANNEX 1:

“LEADERSHIP THEORIES AND MODELS

MODULE 1, PART 1”

1.2 Leadership theories and models



Please, enter your answers here:

1) Did you ever get in contact with exchange models?

2) How did you perceive it?

3) What are further positive or negative amplifiers?



Transactional leadership

- ❖ transactional leaders focus on the lower levels of the hierarchy



Maslow's hierarchy of needs

Please, enter your answers here:

1) What are your expectations for a satisfactory job?

2) Which needs should the leader satisfy?