

**OTS 212 (a)
LESSON PLAN**

Styles of Leadership

1 period

Introduction

During this period you will learn to employ leadership styles.

As a leader, you will be faced with many circumstances requiring you to effectively respond to a situation.

You will be a more effective leader if you select the correct style of leadership to a specific problem or situation.

When placed in a leadership role at the corps, you will be expected to adopt a specific approach in order to timely and accurately lead those under your supervision.

Three Approaches to Leadership

A Leadership Style

Is the approach that a leader will adopt towards the cadets in the interest of getting the job done. Depending on the situation there are three styles that are commonly used. A good leader will always adapt themselves to the situation, rather than hoping that the situation will adapt to them.

The Three Styles of Leadership Are:

1. Authoritative Approach
2. Participative Approach
3. Free-rein Approach

Authoritative Approach

This style comes from a need to impose order on a situation and cadets alike. Leadership by DIRECTING.

Advantages

- More productivity, more control and better coordination of activities.
- Used in extreme danger, when time is an over-riding factor, and when large numbers are involved.
- Orders flow down the chain quickly and efficiently.
- Simplicity and speed are the key factors.

Disadvantages:

- Leaves little room for leadership development.
- Communication does not flow upward to the leader very easily.
- Commanding rather than leading.
- Does not encourage an open exchange of ideas.

Examples of Situations:

- Drill.
- When safety is a factor.
- When time is a factor.

Participative Approach

This style of leadership deals primarily with personal interaction between leaders and followers. Leadership by ENCOURAGING.

Advantages:

- The Persuasive element - By setting an example, the persuasive leader encourages and inspires cadets to participate in assigned tasks.
- The Developmental element - This leader guides and assists by answering questions and being a resource person.
- Cadets' skills are improved.

Examples of Situations:

- Complex technical information is involved.
- Human relations are a factor.
- When the aim is to train leaders.
- Attitudes and behaviours are the subject at hand.

Free-Rein Approach

This approach calls for the leader to temporarily withdraw influence, giving the cadets the opportunity to work on their own. Leadership by DELEGATING.

Advantages:

- Utilizes well-motivated cadets.
- Cadet skills can be shared.

Disadvantages:

- Cadets may not see the big picture.
- Safety may be neglected or emergencies not predicted.

Examples of Situations:

- When time is not a factor.
- When a cadet has specialized skills.

Discussion

1. Divide class into two groups and appoint a team leader.
2. Provide each group with a leadership scenario (to be determined by the instructor)
3. As individual groups, have the candidates read their scenario, decide which style of leadership would be the most appropriate for the scenario and why.
4. Have the team leader read the scenario to the class, informing the other group of their choice of leadership style and why.

Conclusion

Choosing a leadership style is essential to completing a task as quickly and efficiently as possible. The 3 types of styles that we have adopted for Navy League Cadets are:

1. Authoritative Approach
2. Participative Approach
3. Free-rein Approach

Leadership styles will be utilized every time you are placed in a leadership role. You are expected to know when each style should be used and to use it properly.