



**Leadership Training 2016
with, Dale Rees-Bevan of the Centre for Volunteering.**

Each year, the University provides leadership-training sessions for the Student Representative Council and Club leaders. These are some key notes recorded during the session:

Management v Leadership:

Management is task orientated:

These are some key terms that are used to describe a manager:
'must; deadlines; fix; people are seen as networks; GO; flexibility.'
whereas,

Leadership is focused on vision. These are some key terms that are use to describe a leader:

'encouragement; long-term; personal and environmental vibes; mission-statement and valued focused; LET'S GO; innovative; creative; guidance that enables freedom.'

A leader should remind the team of the vision and goal, and remind their fellow team members that their contribution matters. Leaders should empower individual talents and skills.

WHY:

Asking, 'why' unites people to a common goal and ignites personal passion. By reminding your team of the vision, you implement the stepping stones towards achieving the vision. By asking 'why' you encourage and enable individual and team development.

How to cater for other/fellow leaders?

As a leader, you may find that you bump heads with a fellow leader in the team. You must listen to each other and focus on discussion. Once you UNITE on a vision, you will enable and embrace each other's skills and talents.

Active Listening:

Active listening is important to ensure your team members feel valued and appreciated.
Active listening will also ensure you embrace everyone's strengths and contributions.

1) Listen to Understand, not simply to respond.

Apply- RASA

Receive

Appreciate

Summarise

Ask

2) Giving Feedback:

Apply- PEP

Begin with, Praise...

Follow this with, You can do this Even better...

End with, Positive Feedback.

Example:

'Your insight during this meeting was *extremely valuable*.

You can make your contribution *even better* by raising your hand before you talk.

This will help us listen and duly consider your contribution as a group.

Keep contributing, it was wonderful to hear your opinions.'

As a leader you should,

- Inspire a shared vision.

A unified student body is undoubtedly strong. Filled with youth and vision, focus on creating a strong foundation for the growth of your team.

- Challenge the established process.

Leadership demands determination, and at times these decisions must be unilateral. Always focus on the greater good. The established process is there for a reason, but sometimes making your own path is vital to achieve your vision.

- Enable others.

A leader is there to guide and inspire, not quite to be heard. Embrace other people's talents and skills, and focus on strengthening weaknesses as a team.

- Model the way.

Lead by example.

- Encourage the heart and appreciate those around you.

Stay true to the team, and honest to yourself.