

Instructional Scenario

Evaluating Your Leadership Style for a Team-Building Retreat



Course/Duty Area: Business Management/Identifying the Scope of Management

Scenario:

You are a manager tasked with organizing a team-building retreat for your company. You have a team of 10 employees who have diverse backgrounds, different personalities, and varying levels of experience. Your task is to lead the team and ensure that they work together efficiently and effectively during the retreat.

You can use this opportunity to evaluate and learn more about the strengths and weaknesses of your leadership style and adjust where necessary to help your team work together more effectively.

Big Question:

What is the most effective leadership style for leading a diverse team during a team-building retreat?

Focused Questions:

- What leadership style do you naturally gravitate towards?
- How do you plan to motivate and inspire the team during the retreat?
- How will you handle conflicts that may arise during the retreat?
- Will you delegate tasks to team members or take charge of everything?
- How will you ensure that everyone's voice is heard and valued during the retreat?

Student Project or Outcome:

Task a group of students with creating a hypothetical team-building retreat for a company. The group could be divided into teams, with each team responsible for planning a different aspect of the retreat, such as activities, accommodations, meals, and transportation. Each team would need to consider the diverse backgrounds, personalities, and levels of experience of the employees attending the retreat and come up with strategies to ensure that everyone feels included and valued.

Reflection questions on leadership style and strategies for team building:

- Leadership Style:
 - What is my leadership style? How would I describe it?
 - How does my leadership style impact my team members?
 - In what ways can I adjust my leadership style to better serve my team members?
 - What are the strengths and weaknesses of my leadership style in terms of team building?
 - How can I learn from other leaders and incorporate their styles into my own?
- Team-Building Strategies:
 - What are my team-building goals? How do they align with the overall goals of the organization?

- What strategies have I used in the past to build a cohesive team? How effective were they?
- How can I get to know my team members better? What can I do to build a sense of trust and camaraderie?
- How can I foster open communication and encourage collaboration among team members?

To evaluate their leadership style, ask students to reflect on the questions above and write a short essay on their leadership style and how it would be appropriate for the situation at hand. They could also be asked to consider how they would motivate and inspire the team during the retreat, handle conflicts that may arise, delegate tasks to team members, and ensure that everyone's voice is heard and valued.

Project-Based Assessment:

Ask students to present their plans to the class and receive feedback from their peers. The assessment for this project will be based on the following criteria:

- Effectiveness of the team's plan for the retreat
- Leadership style demonstrated by the team leader
- Ability to motivate and inspire team members
- Ability to handle conflicts and delegate tasks
- Ability to ensure that everyone's voice is heard and valued
- Quality of the presentation and ability to receive constructive feedback

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