

# One Member Three Leaders - Exploring Situational Leadership

## Objective:

This interactive and dynamic exercise focuses on situational leadership, offering participants an opportunity to explore how different leadership styles can address challenging situations. It's an engaging way to understand strategic and critical thinking in problem-solving.

## Materials Needed:

- Hypothetical scenarios written on cards or a digital document
- Optional: Pre-scripted responses for the leaders (if improvisation is not preferred)

## Instructions:

### 1. Participant Selection:

- Select four volunteers from the group. Assign one as the 'Team Member' and the other three as 'Leaders,' each with distinct leadership traits (e.g., authoritative, democratic, and laissez-faire).

### 2. Setting the Scenario:

- Present a hypothetical challenging situation to the group. This could be about an employee losing a client, missing a deadline, or exhibiting unprofessional behavior.
- Ensure the scenario is realistic and relevant to the participants' work context.

### 3. Role Play:

- Each 'Leader' will address the situation in their unique style. This can be done through improvisation or by using pre-scripted responses.
- Encourage the 'Team Member' to react naturally to each leader's approach.

### 4. Observation and Discussion:

- The rest of the group observes the interactions.
- After each leader has addressed the situation, initiate a discussion among the observers.
- Discuss the effectiveness of each approach, considering factors like the leader's communication style, problem-solving approach, and the team member's response.

## 5. Identifying the Best Approach:

- Engage the group in identifying which leadership style was most effective for the given scenario and why.
- Discuss how different situations might require different leadership approaches.

## Closing the Activity:

- Summarise the key learnings, highlighting how situational leadership requires adaptability and strategic thinking.
- Emphasise that there is no one-size-fits-all approach to leadership; the best leaders are those who can assess a situation and adapt their style accordingly.

## Note to Participants:

'One Member Three Leaders' is not just an exercise in leadership styles; it's a mirror reflecting how diverse approaches can impact team dynamics and problem resolution. As you participate, think about how these lessons apply to your real-world leadership challenges!