



High School

National FFA Organization

Lesson HS.6

PHILOSOPHIES OF LEADERSHIP

Unit.

Introduction to Leadership, Personal Growth and Career Success

Problem Area.

Hands-on Experience of Leadership

Precepts.

Foundational

National Standards.

NL-ENG.K12.2 - Understanding the Human Experience -

Students read a wide range of literature from many periods in many genres to build an understanding of the many dimensions of human experience.



Student Learning Objectives. As a result of this lesson, the student will:

- 1 Define the terms philosophy and leadership.
- 2 Explain the four philosophies of leadership: trait approach, style approach, situational approach, and transformational leadership.
- 3 Identify the best leadership philosophy to use with various situations.



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Time. Instruction time for this lesson: 100 minutes



Resources

Lussier, Robert N. and Achua, Christopher F. *Leadership: Theory, Application, Skill Development*. Cincinnati, Ohio. South-Western College Publishing, 2001.

Northouse, Peter G. *Leadership: Theory and Practice*, 2nd edition. Thousand Oaks, California. Sage Publications, 2001.



Tools, Equipment, and Supplies

- ✓ Writing Surface
- ✓ Transparencies HS 6 TM A-D
- ✓ Overhead projector
- ✓ HS 6 Assess-one per student



Key Terms. The following terms are presented in this lesson and appear in bold italics:

- ▶ Philosophy
- ▶ Leadership
- ▶ Trait Approach
- ▶ Style Approach
- ▶ Situational Approach
- ▶ Transformational Leadership



Interest Approach

Divide students into groups of four. In groups, students are to write a short play. It must include a great leader, a group of followers, and a happy ending. Show HS 6 TM A as they are writing.



Take out your notebook. As a group, write a mini-play that includes the following: A great leader- and an explanation of how they became a great leader; a group of followers- and reasons why they follow the leader; and conclude with a happy ending. You will have five minutes to write an overview narrative to your short play. At the end of five minutes, your team will share the play with the class. It may be read or acted out. Are there any questions? Begin.

Give the students a one-minute warning.



You have one minute to finish up.

At the end of five minutes, each group is to share their story. There will be questions for each group to answer. Each group will share their play with the class.





After each play, the audience answers the following questions:

- Who was the leader?
- Why were they a leader?
- Who were the followers?
- Why were they the followers?

After each group has finished their presentation go on to the first objective.



We are going to discuss what a philosophy is and learn about some specific leadership philosophies. So, keep in mind the leadership you created in your play and see where they fit in the philosophies we will be investigating.

SUMMARY OF CONTENT AND TEACHING STRATEGIES

Objective 1: Define the terms philosophy and leadership.

Poll students to determine the philosophies or philosophers they already know. Record the responses on the writing surface. Examples could include: Albert Einstein, Cicero, Henry David Thoreau, Newton, Goethe, Karl Marx, etc. You may need to share a few of these to begin, as many students may not be aware of who is considered a philosopher.



Raise your hand if you know of a type of philosophy or a philosopher. Share the name of the philosophy or philosopher so it can be placed on our writing surface.

Once complete, move on. Have the students come up with a definition of philosophy.



We will be looking at several leadership philosophies. Do you know what philosophy is? In your notebook write what you think the definition of philosophy is. You have 30 seconds. Begin.
Upon completion, have a few students share their definition. Once you have a few responses, continue. Use HS.6.TM.B

Upon completion, have a few students share their definition. Once you have a few responses, continue. Use HS 6 TM B



Take notes on the following definition of philosophy:

I. Define philosophy and leadership

A. Define **Philosophy**

1. An analysis of the grounds and concepts of expressing fundamental beliefs.



Again, have students come up with a definition of leadership. Upon completion, have a few students share their definition.



Since our subject is philosophies of leadership, we need to look at the core ways people have perceived leadership over the years. In your notebook write your definition for leadership. You have 30 seconds. Begin.

Once you have a few responses, continue with HS 6 TM B to define leadership.



Take notes on the following definition of leadership:

B. Define **Leadership**

1. Leadership is influence.



As we explore the four philosophies of leadership, watch how these definitions come to life.

Objective 2. Explain the four philosophies of leadership: trait approach, style approach, situational approach, and transformational leadership.

Give the following background on leadership theory.



Over the years, there has always been a person or group of people "in control" of different occurrences. Because of this, people have studied why certain people are in control. To help make sense of their findings, people have crafted some different philosophies. As a result, we have the following four philosophies to learn about today.

Have students take notes using HS 6 TM C.



In your notebook, take notes on the following four leadership philosophies.

II. Explain the four philosophies of leadership

A. **Trait Approach:**

1. This philosophy focuses on identifying the innate characteristics someone is born with; qualities and characteristics possessed by great social, political, and military leaders.
 - a. If you are born with the traits of intelligence, self-confidence, determination, integrity, and sociability, you will be a great leader.

Ask the students to think about some examples of leaders using this philosophy. Some examples include Thomas Jefferson, Abraham Lincoln, and Gandhi.



In your notes, take 20 seconds and write two examples of a leader using this philosophy.

Ask students to share their ideas. After hearing at least four or five examples, Use a Picasso Moment for students to come up with a picture that illustrates this leadership philosophy. An example could be a baby with the words intelligence, self-confidence, etc. written onto his blanket.





To help remember this leadership philosophy, create a simple picture that illustrates the main idea of this philosophy. When I say go, you will have two minutes. Are there any questions? GO!

After a minute, have three or four groups share their picture and then move on to the next leadership philosophy.

B. Style Approach

1. This philosophy focuses on what leaders do and how they act using two behaviors: task behaviors and relationship behaviors.
 - a. If you are building relationships or getting a task done, you are a leader.

Ask students to think about some examples of leaders using this philosophy. Some examples include your school custodian, principal, or town mayor.



In your notes, take 20 seconds and write two examples of a leader using this philosophy.

Ask students to share their ideas. After hearing at least four or five examples, Use a Picasso Moment to for students to come up with a picture that illustrates this leadership philosophy. An example could be a stick figure digging with a shovel for task behavior and two stick figures talking for relationship behaviors.



To help remember this leadership philosophy, create a simple picture that illustrates the main idea of this philosophy. When I say go, you will have two minutes. Are there any questions? GO!

After a minute, have three or four groups share their picture and then move on to the next leadership philosophy.

C. Situational Approach

1. This philosophy suggests how leaders should behave based on the demands of a particular situation.
 - a. In each situation, a leader will delegate to others, be supportive of others, coach others, or direct others on what to do.

Ask the students to think about some examples of leaders using this philosophy. Some examples include an athletic coach at the school, student council officer, or local restaurant manager.



In your notes, take 20 seconds and write two examples of a leader using this philosophy.

Ask students to share their ideas. After hearing at least four or five examples, Use a Picasso Moment for students to come up with a picture that illustrates this leadership philosophy. An example could be a stick figure digging with a football helmet and a coach talking to him.



To help remember this leadership philosophy, create a simple picture that illustrates the main ideas of this philosophy. When I say go, you will have two minutes. Are there any questions? GO!

After a minute, have three or four groups share their Picture and then move on to the next leadership philosophy.



D. Transformational Leadership

1. This philosophy refers to the process whereby an individual engages with others and creates a connection that raises the level of motivation and morality in both the leader and the follower.
- a. Transformational leadership focuses on exchanges between the leader and follower.

Ask the students to think about some examples of leaders using this philosophy. Some examples include their friend planning an FFA activity, the teacher modeling a behavior, or a parent running a PTA fundraiser.

In your notes, take 20 seconds and write two examples of a leader using this philosophy.

Ask students to share their ideas. After hearing at least four or five examples, Use a Picasso Moment for students to come up with a picture that illustrates this leadership philosophy. An example could be two people with a light bulb in between them and a line connecting both their heads to the light bulb to represent creating a connection.

To help remember this leadership philosophy, create a simple picture that illustrates the main idea of this philosophy. When I say go, you will have two minutes. Are there any questions? GO!

After a minute, have three or four groups share their picture and then move on to ask the following questions.

Now that you know the four leadership philosophies, I have some questions for you.

From your play earlier, what leadership philosophy did you support? Solicit some answers; most will probably be the Trait Approach.

Which leadership philosophy is more exclusive? Trait Approach.

Which leadership philosophy is more inclusive? Transformational.

Great job! You have a great grasp of these leadership philosophies. Let's move on to think about how these leadership philosophies can affect you.

Objective 3. Identify the best leadership philosophy to use with various situations.

These philosophies can help you when considering leadership and whom you consider a leader. In your notebook, take notes about how to decide which leadership philosophy you support.

Have students take the following notes using HS 6 TM D.

III. Identifying the best leadership philosophy to use.

- A. Questions to ask when deciding which leadership philosophy to support.
 1. Which is more inclusive-includes everybody?
 2. Which allows for change and/or growth?
 3. Which works in all situations?



Help students identify the best leadership philosophy by applying the three questions they have just copied into their notes. To do this, students are to apply the three questions to each of the leadership philosophies presented and record their answers to these questions. They can work together in their groups to accomplish this. Walk around and help any groups that need it. After three minutes, proceed.



Your group will have one chance, and one chance only to win the jackpot by determining the "best" leadership philosophy. To accomplish this apply the questions above to each leadership philosophy and record your answers. When I say, "Go", you will have three minutes to complete this task. When finished sit silently until called upon. Remember, each group is allowed only one answer. Are there any questions? GO.

The correct answer is transformational leadership. If possible, have some sort of prize for the teams that get it correct. Have students return to their seats.

The correct answer is transformational leadership. If possible, have some sort of prize for the teams that get it correct. Have students return to their seats.



Time's up! Each group will now reveal their one and only answer to the class.

Ask the students to complete the following assignment on their own.



In your notebook, write a few sentences on why you supported the theory your group chose. You have three minutes. Begin.

After three minutes, wrap-up and move on to review/summary.



You have done a terrific job today learning about and reasoning through the four leadership philosophies; let's review.



Review/Summary

Using the Eyewitness News Moment, have students pair up and interview each other on the definition of philosophy and leadership. The students will go around to each other sharing the pictures they created. The person they are sharing the picture with must name the philosophy associated with the picture. For each person who guesses the correct philosophy, have them sign the artist's blank sheet of paper. The group with the most signatures wins. Give the students two minutes to do this.



To review, we are going to conduct an art show. Select one person from your group to take the group's pictures around and share with the other groups. The person carrying the pictures will have three minutes to move from one group to the next, showing the pictures to each group. The group your person is presenting pictures to must guess the correct leadership philosophy each picture represents before your group's person can move on. The object is to accomplish this in two minutes. Are there any Questions? You may begin

Instruct students to think of a time when they were part of a team situation that didn't work out very well. Direct them to apply the three questions they used in determining the best leadership philosophy, to their team situation that didn't work. Students are to record their answers to the three questions.



Take out a sheet of paper. Think of a time when you were in a team situation that didn't work very well. Now apply the three questions to ask in determining the best leadership philosophy to your team situation. Record your answers.



Ask students what they found was missing. Elicit 3 or 4 answers from students, and then continue. After they are done, wrap-up.



Great job! Each of you should identify transformational leaders in your daily life and look to them to learn how to influence others or lead.



Application

►Extended Classroom Activity:

Have students write a short research paper comparing a great leadership and transformational leader of their choice.

►FFA Activity:

Have the students identify what leadership philosophy applies to the FFA officer structure.

►SAE Activity:

Have the student identify a philosophy they would like to portray while accomplishing their SAE.



Evaluation

HS 6 Assess

Answers to Assessment

Fill-in-the-Blank

1. Leadership is influence.
2. Philosophy is an analysis of the grounds and concepts of expressing fundamental beliefs.

Short Answer

List the four leadership philosophies and the focus of each.

1. Trait Approach; focuses on identifying the innate characteristics someone is born with; qualities and characteristics possessed by great social, political, and military leaders.
2. Style Approach; focuses on what leaders do and how they act using two behaviors: task behaviors and relationship behaviors.
3. Situational Approach; suggests how leaders should behave based on the demands of a particular situation
4. Transformational Leadership; refers to the process whereby an individual engages with others and creates a connection that raises the level of motivation and morality in both the leader and the follower.

List the three questions you should ask about a leadership philosophy.

1. Which is more inclusive-includes everybody?



2. Which allows for change and/or growth?
3. Which works in all situations?



PHILOSOPHIES OF LEADERSHIP

Fill-in-the-Blank

Complete the following statements.

1. Leadership is _____.
2. Philosophy is _____.

Short Answer

List the four leadership philosophy and the focus of each:

1.
Focus:
2.
Focus:
3.
Focus:
4.
Focus:

List the three questions you should ask about a leadership philosophy.

- 1.
- 2.
- 3.



Your play must include:

- ◆ **A great leader—whose background on how they became a great leader is explained,**
- ◆ **A group of followers—whose reason why they follow the leader is explained**
- ◆ **A happy ending**

You have five minutes to design your play and be ready to present it.



DEFINE PHILOSOPHY AND LEADERSHIP

◆ Philosophy—An analysis of the grounds and **concepts of expressing fundamental beliefs.**

◆ Leadership—Leadership is influence.



EXPLAIN THE FOUR PHILOSOPHIES OF LEADERSHIP

◆ **Trait Approach**

➔ This philosophy focuses on identifying the innate characteristics someone is born with; qualities and characteristics possessed by great social, political, and military leaders.

◆ **Style Approach**

➔ This philosophy focuses on what leaders do and how they act using two behaviors: task behaviors and relationship behaviors.

◆ **Situational Approach**

➔ This philosophy suggests how leaders should behave based on the demands of a particular situation.

◆ **Transformational Leadership**

➔ This philosophy refers to the process whereby an individual engages with others and creates a connection that raises the level of motivation and morality in both the leader and the follower.



DECIDE WHICH LEADERSHIP PHILOSOPHY THEY SUPPORT

Ways to decide which philosophy to support.

Which is more inclusive—includes everybody.

Which allows for change and/or growth.

Which works in all situations.

