



Unit: Understanding Leadership
Skill 1: Defining Leadership
Activity C: Organizer vs. Leader

Activity Skills:

Small group interaction; listening, group decision-making and discussion.

Leadership Skills:

Understanding the difference between doing and leading.

Suggested Level:

Beginning

Time:

20-30 minutes

Supplies needed:

- Pieces of paper or cards with various tasks.
- Blank paper or cards to add new tasks.

Do Ahead:

N/A

Source:

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BACKGROUND:

Introduce the group to notion that some leaders lead by doing, and some do not. Organizers are generally people who coordinate and do tasks, while leaders may take on this role or may not.

As an example of the difference between an organizer and a leader, think about a company or organizations budget. Is the leader the person who sits down and analyzes the budget and makes sure that the bills get paid? That's definitely an important job with a great deal of responsibility. However, wouldn't it be more apt to say that the person who sat down with all the employees in the office or members of the organization and *wrote* the budget showed more leadership? Not only that, but couldn't those two people, the person paying the bills as well as the person writing the budget, have been the same individual?

WHAT TO DO:

Break into teams of 3-5 people for the exercise, or conduct as one large group if numbers are small. Give each group 5-10 minutes to sort a list of tasks as either organizer or leader roles. Then ask each group to present their logic to the whole group.

TALK IT OVER:

Reflect:

- How did your group determine if the task was typically done by an organizer, or fell under the role of being a leader?
- Can organizers be leaders? Can leaders be organizers?
- Then what ultimately distinguishes between leaders and organizers?

Apply:

- How do leaders get things done if they don't do the tasks directly?
- How do organizers and leaders interact?
- Next time you are thinking about leaders, how would this exercise change your perceptions?

BEYOND THE BOX:

Optional Homework:

Provide a situation to each individual – perhaps holding an event like a fundraising dinner or a board meeting – and ask them to identify all the tasks that need to be addressed to make the event happen. Then have

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Activity 3: Organizer vs. Leader

Notes:

them go through and distinguish whether the tasks fall under the organizer or leadership roles. Contrast the tasks involved with holding and event to the situation of dealing with an emergency or facing a tragedy. Do these latter situations require more leadership? Why?

Resources And Web Links:

50 Activities for Developing Leaders by Lois B. Hart Ed.D.