

MODULE #4: Diversity of Leadership

Objectives

- Participants will appreciate the importance of diversity in leadership.
- Participants will examine cross-cultural and gender issues in leadership.
- Participants will recognize the power of youth involved in social movements.
- Participants will determine the unique styles of Latino leadership in the United States.
- Participants will acknowledge the challenges faced by many Latino leaders.

Handouts & Resources Needed:

- Handout 4.1: Questions for Discussion
- Sheet of paper – one for each participant
- Pen/pencils
- Journals – one per students
- Flit chart paper

Activity #1: Profile of Latino leaders (55 min)

Context:



Because we are so diverse in the United States, it is especially important that our leaders bridge cross-cultural gaps to speak to every member of society. By acknowledging the power of youth to impact social movements, we can understand the challenges faced by Latino leaders today in order to conquer such challenges in the future, to more thoroughly represent the Latino community among many different communities.

Procedure:

- Icebreaker
- Divide participants into small groups of 4 or 5 for discussion. Provide and briefly review Handout 4.1: Questions for Discussion.
- Once participants worked in groups, open the discussion to the whole class.
- Debriefing
 - For homework: Have participants to identify a leader in their community (from business, politics, education, community organizations, etc.). Ask them to arrange a brief interview with this person and with some of his/her followers so that you have a clear idea of what type of leader he/she is.
 - Ask participants to write a 1-2 page report in their journal describing why this person is a leader. Remind them to include Biographical

information, characteristics and traits, type of leadership/ leadership style most frequently used, his/her strategy for leading others, his/ her personal vision, his/her personal definition of leadership, obstacles he/she had to overcome in order to attain a position of leadership.

- Tell them also to find out if the leader and/or his/her organization have a web page that you can check out for additional information.
- Tell participants that they will need to present what they found and learned from this exercise, during the next session. Encourage them to prepare visual aids such as overheads, posters, pictures, or PowerPoint for their presentation.

Activity #2: Dimensions of diversity (55 min)

Context:



The concept of diversity in leadership not only includes race, creed, ethnicity and gender, but it also includes diversity of thinking that results from the differences in experiences, knowledge and background of all people.

Procedure

- Icebreaker
- Remind participants about their homework assignment to interview a leader from their community and have them present this information to the next class using visual aids such as overheads, posters, pictures, or PowerPoint. Each presentation should last approximately 3-5 minutes.
- Once presentations are done, have participants form small groups but work alone, ask them to choose and write down at least 5 nouns or phrases that they feel describe who they are and how they are similar to or different from other people or groups (5min).
- When finished ask them to share their list with the group. Instruct them to go around the group listening to nouns, with one member writing the list down. Keep going around until all nouns have been reported. As a group, have them look at all the words used and see which ones involve similar characteristics.
- Ask them to categorize these nouns into the various “dimensions” represented – such as race, religion, ethnicity, sex, occupation, interests, values, etc.
- Have them look at this list and try to identify any other categories or dimensions you feel are important in describing and understanding the similarities and differences among people and groups.
- Ask participants to consider which of these categories are primary or very difficult to change, and which are secondary or possible to change?
- Debriefing

Activity #3: Gender issues in leadership (3 hours)

Note: the facilitator will need to rent one or two DVD's depending on time.

Procedure:

- Icebreaker
- Have participants watch and discuss the video, "Evita: The Woman Behind the Myth."
- Ask participants to watch video "El Che: Investigating a Legend" and analyze him as a leader.
- Participants will participate in a debate on "Men are More Effective Leaders Than Women."
- Debriefing

Handout 4.1

Questions for Discussion

Questions for Discussion on Leaders

- Are leaders born or made?
- Is leadership situational (i.e., can a person be a leader in some situations and a follower in others? Can leadership be bestowed by office, or must it be earned?)
- Are there degrees of leadership? What characteristics of a leader can be developed through training?
- What characteristics or skills might you develop to enhance leadership abilities?
- What is your leadership style?
- Do leadership styles change with the times, or are they constant?
- Give examples of situations in which a leader might modify his or her style to fit a situation.

Questions for Discussion on Followers

- Is effective “followership” a step in the development of leadership?
- Why do effective followers need to be critical thinkers?
- What are the roles of a follower?
- What are some examples of occupations in which the ability to follow is more important than the ability to lead?