

Understanding Leadership and Developing Your Practice

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My Aims

- ✓ Nurture Reassurance
- ✓ Inspire Confidence
- ✓ Encourage action(s) via a practical tool / framework

Your Expectations



AGENDA

- **Leadership**
- **Style & Behaviours**
- **VSC & INSPIRE**
- **Practical Application**



Leadership

- **What is leadership?**
- **What is the role of a leader?**
- **What makes a good leader?**



Leadership

- **What are the attributes of leadership?**





Leadership

- **What influences leadership?**





Leadership Style & Behaviour

- **What is meant by leadership style?**
- **What is meant by leadership behaviour?**



Mountain
Training

Safety First!

IS THERE A SAFETY CONCERN?

YES

NO

FIX IT!

THINK ABOUT
BEHAVIOURS

RETURN TO TOP OF DIAGRAM





VISION	SUPPORT	CHALLENGE
Inspire and motivate your followers with a unified vision (<i>Inspire & Motivate</i>)	Praise, and give constructive feedback to help your followers develop (<i>Praise & Feedback</i>)	Insist on setting high standards, relative to each individual (<i>Set High Standards</i>)
Nurture an environment of team-focused goals (<i>Think Team - bigger picture</i>)	Recognise and respond to each individual's needs (<i>Recognise Individual Needs</i>)	Encourage followers to create and implement their own solutions (<i>Encourage Thinking</i>)
Set the example you want to see in your followers (<i>Role Model</i>)		

INSPIRE



INSPIRE Model

- I** - Inspire and motivate your followers with a unified vision
- N** - Nurture an environment of team-focused goals
- S** - Set the example you want to see in your followers
- P** - Praise, and give constructive feedback to help your followers develop
- I** - Insist on setting high standards, relative to each individual
- R** - Recognise and respond to each individual's needs
- E** - Encourage followers to create and implement their own solutions





Mapping the Behaviours

- How do you already implement the behaviours?
- Where could you 'turn up the dial'?
- What would this look like in practice?

Vision - Support - Challenge



1 Leader Responsibilities

1.1 Explain their general responsibilities to the group and, where appropriate, to parents/guardians, the organising authority, committee or manager of the activity, the outdoor user and the general public.

1.2 Explain their specific responsibilities to choose appropriate objectives, to complete detailed preparations and ensure that the group is adequately equipped and briefed for the activity.

1.3 Demonstrate an understanding of current legislation & the legal responsibilities that relate to the care of groups under their charge, including safeguarding issues specific to supervising young people & vulnerable adults.

1.4 Demonstrate an awareness of the variety of barriers to participation, including mental and physical disability, ethnicity, fitness/health and be aware of the impact of various medical conditions.

1.5 Be able to evaluate the experience and signpost towards further participation.



2. Leadership and decision making		
2.1 The Leader demonstrates adaptable leadership behaviours and decision-making.		
2.1.1 Monitor the group, environmental conditions and activity, and can adapt their behaviours and decisions to meet ongoing safety, group and task requirements.		
2.1.2 Be consistent and confident in their decision making to achieve positive outcomes and communicate these clearly to the group.		
Vision – The leader is a positive role model and aims to inspire others.		
2.3 Articulate clear and agreed values for their group; lead by example; and behave how they want the group to behave.		
Support – The leader creates a positive and supportive environment for the group.		
2.4 Recognise, respect and adapt to individual needs, differences, strengths and abilities.		



2.5 Encourage independent learning; establish an environment where mistakes are seen as learning opportunities and provide clear and positive feedback to support this		
Challenge – The leader provides relevant and appropriately challenging experiences.		
2.6 Agree group goals and calibrate the level of challenge to individual abilities and motivations.		
2.7 Encourage and support the group and individuals to be part of the decision-making process and encourage them to solve their own problems.		
The leader understands the Mountain Training ethos of leadership and has developed their own. They should be able to:		
2.8 Articulate their own leadership ethos and beliefs along with those of Mountain Training.		
2.9 Acknowledge and describe a range of leadership approaches, models and associated ethos.		



Take Aways

- What one action can you take immediately following this workshop?
- What are your take aways, learnings or reflections?

Vision - Support - Challenge



What are your questions?

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