## Assessment 2: Research Project

1. Philip B. Crosby states:

*Leading is stating objectives in a way that is precisely understood, ensuring the commitment of individuals to those objectives, defining the methods of measurement and then providing the impetus to get things done. Philip B Crosby.*

Explain this definition by relating the definition to your place of work. You need to give specific examples as they relate to leaders at your place of work.

1. Discuss the following definition of leadership by relating it to your place of work, giving examples.

*Leadership can be defined as directing and influencing the actions of individuals and groups to such an extent that they willingly pursue the objective and goals of the organisation.*

1. Discuss the concepts of accountability and responsibility as they apply to your job, paying specific attention to the following: complying with the policies and procedures, of your organisation, local government legislation, levels of authority and the structure of your organisation
2. Discuss the concepts of accountability and responsibility as they apply to your manager’s job, paying specific attention to the following: complying with the policies and procedures, of your organisation, local government legislation, levels of authority and the structure of your organisation
3. Select any South African leader and discuss the concepts of accountability and responsibility as you think it applies to this leader, paying specific attention to the following: complying with the policies and procedures, of the country

## Assessment 3: Case Studies

1. Select any South African leader that you admire and discuss the Trait Leadership theory as it applies to this leader. You have to explain the Trait Leadership theory and also identify which characteristics you think the leader has. Also make sure that you motivate your explanation. Is this person a good role-model? Motivate your answer.
2. What leadership style do you think your manager uses? Why do you think so? Is your manager a good role model? Motivate your answer. Discuss the different roles your manager plays while doing his job.
3. Which South African leader do you think is a visionary and an innovative leader? Motivate your answer by comparing the characteristics of a visionary and innovative leader to the characteristics your chosen leader exhibits. Is this person a good role-model? Motivate your answer by stating why you would like to be like this leader.

## Assessment 4: Role Play

Make an appointment with your facilitator for this activity. You will be the manager/leader and the facilitator will be the employee. You have to explain the aspects of a specific job to the facilitator. You also have to explain how you will approach the employee for each of the phases.

Phase 1: Low relations and low task: If the team member exhibits…

* A low level of competence in the job or task
* Low confidence

What would you as team leader do? Use specific aspects of the work to explain what you would do.

Phase 2: high relations and high task: If the team member exhibits…

* Limited ability to perform task or assignment, but
* Willingness and motivation to try

Then the leader would...

Phase Three: high relations and low task: If the team member exhibits

* a moderate to high level of competence in the job, but
* A variable degree of confidence in the job

Then the leader would...

Phase Four: Low relations and low task: If the follower exhibits….

* A high level competency in the job and
* A high level of commitment/ confidence/motivation

The leader would…

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