

“**You are my leader**” game was generated for the Erasmus+ Mobility of Youth Workers Training Course “**NGO Management and Administration**” 2018-1-TR01-KA105-057385, which was held in Sinop, Turkey between 26 November – 1 December 2018 with 31 participants from 14 different countries to develop leadership skills of the presidents, managers and workers of the NGOs.

**Applicant Organisation**

Eğitim Programları ve Evrensel ve Kültürel Aktiviteler Derneği  
**Turkey**

**Partner Organisations**

Galajaya Korpu Public Associan of Youth  
**Azerbaijan**

Bosnian Representative Association for Valuable Opportunities  
**Bosnia and Herzegovina**

Narodno Chilalishte "Nikola Vasilev Rakitin 1890"  
**Bulgaria**

Volonterski Centar Zagreb Udruge  
**Croatia**

SCAMBIEUROPEI  
**Italy**

Jordan Youth Innovation Forum Society  
**Jordan**

Konsultacijų ir iniciatyvų centras "Tavo laikas"  
**Lithuania**

Council for Prevention of Juvenile Delinquency Kavadarci  
**Former Yugoslav Republic of Macedonia**

ProAtlântico - Associação Juvenil  
**Portugal**

Asociatia Sociatia Forumul Cetatenesc Pentru Actiune Sociala Si Educatie Civica  
**Romania**

Mladiinfo Slovensko  
**Slovakia**

Asociacion Building Bridges  
**Spain**

Association Solidarite Echange et Developpement  
**Tunisia**

# YOU are my leader!



“**You are my leader**” is a leadership game to develop decision making, time management, stress management, delegation, group facilitation and management skills.

Number of the participants should be minimum **30**. Duration is **90** minutes.

## Materials:

- At least 150 lego pieces.
- 20 sets of letters
- 20 sets of numbers
- 30 odd one out questions
- 8 riddles
- Handout with instructions to give to the players in page 4

## Task:

### Make exactly the same blocks of legos that the trainers hold.

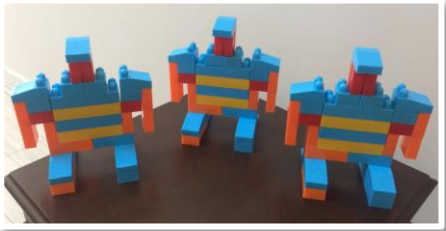
Divide the group into 2. Each group should have two observers, one leader and the others should be players. Give them the same number, shape and colours of lego pieces.

## Rules of the game:

- Leader and players will actively participate in the game. Observers will watch the game (the attitudes of the leader and the players) and take notes only. They will not command, act or give clues about the challenges.
- Only three people in the team can see the blocks and each time only one person can see the blocks.

- They can look at the blocks only 10 seconds each time.
- **In order to see the blocks again,**
  1. teams should produce 10 words with the letters that the trainers will give or
  2. teams should find the number that the trainer will say by using 4 Arithmetical operations: addition, subtraction, multiplication and division with the given numbers only. They can use each number only once.
- **In order to extend the time,**
  1. teams should find the odd one in the set of words that the trainer will give. Each correct answer will add 30 extra seconds or
  2. teams should answer the riddles. Each correct answer will add 5 more minutes. An incorrect answer will reduce the time 1 minute.
- In the beginning, teams will have 5 minutes to play the game. Then with their performance, they can increase or decrease their time.
- The teams should make the blocks correctly in the time they have and before the other team finishes.
- And no mobile phones or electronic devices are allowed!

When one of the teams makes the blocks in their time frame as exactly the same as the trainers hold, wins the game.



**Recommendations:** Have them make a block of around 30 lego pieces with different colors and shapes. Something like the one in the photo. Also you can give them additional 10 pieces to confuse them a little bit.

**Debriefing:**

1. Ask general questions to the whole group: How was the game? How did you feel? etc.
2. Ask observers to read their notes. The observations will be evaluated with the leaders and the players.
3. Ask leaders questions: “How did you feel as a leader?”, “How was your delegation and management style?”, “When you are in a stress, how do you behave to the others?”, “Were you encouraging?”, “Were you emphatatic?”, “What did you realise with your leadership skills?”, “If you had a chance to play the game again, what would you do differently?”, “Does this game make you understand a new perspective of your personality as a leader?”, etc.
4. Ask players questions: “How did you feel as a player?”, “Are you able to work in a stress or in a stressful environment?”, “How was your relation with your leader?”, “If you were the leader, what would you do differently?”, etc.

Examples of the challenges:

<b>I – P – D – W – S – E</b> Make 10 words with these letters.	<b>2 – 9 – 11 – 21 = 8?</b> How do you get 8 with these numbers?	Find the odd one: A. COPPER B. IRON C. IODINE D. TIN	I am white when I am dirty, and black when I am clean. What am I?
<b>Answers</b> DEW SIP PIE WIDE WIPE DIE WED DIP SIDE WISE	<b>Solution</b> $2 \times 9 = 18$ $18 + 11 = 29$ $29 - 21 = 8$	<b>Answer</b> C.IODINE (All of them metals but Iodine isn't.)	<b>Answer</b> Blackboard

# YOU are my leader!



## TASK

Make exactly the same blocks of legos the trainers hold!

### Rules:

- Your group should be made of a leader, players and two observers.
- Leader and players will actively participate in the game. Observers will watch the game (the attitudes of the leader and the players) and take notes only. They will not command, act or give clues about the challenges.
- Only three people in your team can see the blocks and each time only one person can see the blocks.
- You can look at the blocks only 10 seconds each time.
- In order to see the blocks again,
  1. you should produce 10 words with the letters that the trainers will give you or
  2. you should find the number that the trainer will say by using 4 Arithmetical operations: addition, subtraction, multiplication and division with the given numbers only. You can use each number only once.
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  2. you should answer the riddles. Each correct answer will give you 5 more minutes. An incorrect answer will reduce your time 1 minute.
- In the beginning, you will have 5 minutes to play the game. Then with your performance, you can increase or decrease your time.
- You should make the blocks correctly in the time you have and before the other team finishes.
- And no mobile phones or electronic devices! Sorry 😊

As for the next session with 90 minutes, the following tool is recommended:

Make 5 groups.

Write on the flipchart

“The main difference between **leaders** and **managers** is that **leaders** have people follow them while **managers** have people who work for them. A successful business owner needs to be both a strong **leader** and **manager** to get their team on board to follow them towards their vision of success.”

Have them watch the speeches of the leaders from the movies (links are below) and ask them what qualities they have. After each film, let them write the adjectives on the flipchart and discuss about the characters in the films.

1. Braveheart: Freedom Speech:  
<https://www.youtube.com/watch?v=IEOOZDbMrgE>
2. Vikings: Ragnar Lothbrok Means What He Says:  
<https://www.youtube.com/watch?v=zuNV-kCk-XY>
3. Joan of Arc: Routing the English Army:  
<https://www.youtube.com/watch?v=xcM8ilpHsfQ>
4. The Boiler Room: Ben Affleck Speech:  
<https://www.youtube.com/watch?v=JfIKzReNDF4&t=174s>
5. Sully scene "Can we get serious now?" Tom Hanks scene part 1  
<https://www.youtube.com/watch?v=N1fVL4AQEW8>  
Sully scene "Can we get serious now?" Tom Hanks scene part 2  
<https://www.youtube.com/watch?v=2nj1F00OfTQ>  
Sully scene "Can we get serious now?" Tom Hanks scene part 3  
<https://www.youtube.com/watch?v=-6HYMpmxdaA>  
Sully scene "Can we get serious now?" Tom Hanks scene part 4  
[https://www.youtube.com/watch?v=A\\_Ht6y0XA4c](https://www.youtube.com/watch?v=A_Ht6y0XA4c)  
Sully scene "Can we get serious now?" Tom Hanks scene part 5  
<https://www.youtube.com/watch?v=792tcJQTpN0>

Then distribute the article published in Forbes on page 6 and 7 about the differences between manager and leader to the groups. At the end, ask them to create quotes about leader or leadership and write them on the cards in a visible size from the distance so that everyone can read it on the wall. When all the groups finish their quotes ask them to present them to everyone. Ask the others' opinions about the quotes. The cards will be hanged on the walls at the end of the session.

## 9 Differences Between Being A Leader And A Manager

When you are promoted into a role where you are managing people, you don't automatically become a leader. There are important distinctions between managing and leading people. Here are nine of the most important differences that set leaders apart:

### **1. Leaders create a vision, managers create goals.**

Leaders paint a picture of what they see as possible and inspire and engage their people in turning that vision into reality. They think beyond what individuals do. They activate people to be part of something bigger. They know that high-functioning teams can accomplish a lot more working together than individuals working autonomously. Managers focus on setting, measuring and achieving goals. They control situations to reach or exceed their objectives.

### **2. Leaders are change agents, managers maintain the status quo.**

Leaders are proud disrupters. Innovation is their mantra. They embrace change and know that even if things are working, there could be a better way forward. And they understand and accept the fact that changes to the system often create waves. Managers stick with what works, refining systems, structures and processes to make them better.

### **3. Leaders are unique, managers copy.**

Leaders are willing to be themselves. They are self-aware and work actively to build their unique and differentiated personal brand. They are comfortable in their own shoes and willing to stand out. They're authentic and transparent. Managers mimic the competencies and behaviors they learn from others and adopt their leadership style rather than defining it.

### **4. Leaders take risks, managers control risk .**

Leaders are willing to try new things even if they may fail miserably. They know that failure is often a step on the path to success. Managers work to minimize risk. They seek to avoid or control problems rather than embracing them.

### **5. Leaders are in it for the long haul, managers think short-term.**

Leaders have intentionality. They do what they say they are going to do and stay motivated toward a big, often very distant goal. They remain motivated without receiving regular rewards. Managers work on shorter-term goals, seeking more regular acknowledgment or accolades.

**6. Leaders grow personally, managers rely on existing, proven skills.**

Leaders know if they aren't learning something new every day, they aren't standing still, they're falling behind. They remain curious and seek to remain relevant in an ever-changing world of work. They seek out people and information that will expand their thinking. Managers often double down on what made them successful, perfecting existing skills and adopting proven behaviors.

**7. Leaders build relationships, managers build systems and processes.**

Leaders focus on people – all the stakeholders they need to influence in order to realize their vision. They know who their stakeholders are and spend most of their time with them. They build loyalty and trust by consistently delivering on their promise. Managers focus on the structures necessary to set and achieve goals. They focus on the analytical and ensure systems are in place to attain desired outcomes.

They work with individuals and their goals and objectives.

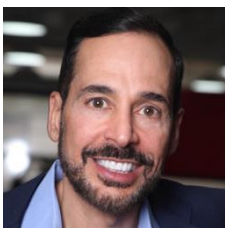
**8. Leaders coach, managers direct.**

Leaders know that people who work for them have the answers or are able to find them. They see their people as competent and are optimistic about their potential. They resist the temptation to tell their people what to do and how to do it. Managers assign tasks and provide guidance on how to accomplish them.

**9. Leaders create fans, managers have employees.**

Leaders have people who go beyond following them; their followers become their raving fans and fervent promoters – helping them build their brand and achieve their goals. Their fans help them increase their visibility and credibility. Managers have staff who follow directions and seek to please the boss.

Are you a manager or a leader?



The article “9 Differences Between Being A Leader And A Manager” was written by William Arruda and published in Forbes on Nov 15, 2016.

*William Arruda is the cofounder of [CareerBlast](#) and creator of the [LinkedIn quiz](#) that helps you evaluate your profile and networking strategy.*

**For more information about the tool, get in touch with**

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