

Sample activities

Horton (2012) categorizes the activities as *absorb*, *do*, and *connect*. In the following, I will present one example for each of these activities from the project *Leadership Skills for Future Leaders*, which is a one-day virtual-led workshop designed for a commercial bank. I paid attention to the three rules of the Universal Design for Learning, namely engagement, representation, and action/expression, making sure that the workshop represented a variety of activities, assessments, and media tools to engage the learner in multiple ways.

A. Terminal objective: Participate in reverse mentoring project for 6 months based on the personalized plan

Enabling objective: Explain the basics of reverse mentoring theory and methodology.

Assessment idea: Class discussion and quiz.

Absorb activity

Class discussion

The topic will be introduced with a short video. The purpose of this activity is to introduce why and how reverse mentoring can be used for leadership development.

Animated video designed in Vyond: <https://www.orsolyakereszty.com/projects/materials/>

B. Terminal objective: Understand the use of coaching in leadership development.

Enabling objective: Describe 3 different approaches to coaching in the context of leadership development.

Assessment idea: Class discussion and quiz.

Do activity

Individual work

Online quiz

A quiz pertaining to different approaches to coaching in the context of leadership development will be developed in Typeform. The quiz will contain different types of questions, engaging the learners in multiple ways. Learners can do the quiz as many times as they want.

Quiz designed in Typeform: <https://keresztyorsolya.typeform.com/to/zVM1kRep>

C. Terminal objective: Understand the use of coaching in leadership development.

Enabling objective: Describe 3 different approaches to coaching in the context of leadership development.

Assessment idea: Class discussion and quiz.

Connect Activity

Group discussion

In groups of three to four, learners will discuss different approaches to coaching based on open questions and handouts provided by the instructor. They will develop a poster or list that can be shared with the whole class and will be available to everyone for future

reference. They will also address the challenges they think they might encounter when using and practicing coaching.

Handout designed in CANVA about Brief Coaching:

<https://www.orsolyakeresztty.com/projects/materials/>

Full text of the Quiz:

Describe 3 different approaches to coaching in the context of leadership development.

1. Brief coaching relies on the client's resources and the future.

true-false

Feedback:

true: It is true. Brief coaching relies on the client resources and how those resources could be mobilized in the future.

false: It is true. Brief coaching does not focus on the problem and on the past, it concentrates on what the client is capable of doing.

2. Reverse mentoring is a method/approach that turns the mentoring process upside down.

true-false

Feedback:

true: It is true. Reverse mentoring turns the so-called traditional mentoring process upside down and this way re-structures rigid power relations.

false: It is true. Reverse mentoring is the mentoring process done from a different angle, basically turning the mentoring process upside down.

3. What are the 5 basic leadership skills?

multiple choice:

- critical thinking
- constant learning
- taking initiative
- listening effectively
- motivating
- arguing
- coaching

Feedback:

critical thinking (Yes. Being aware of potential problems and preventing them is one.)

constant learning (Yes. Lifelong learning and constantly testing one's knowledge is definitely a sign of being a good leader)

taking initiative (Yes. Stepping outside the box and challenging oneself is definitely a leadership skill.)

listening effectively (Yes. A leader must listen to others, otherwise no information is exchanged.)

motivating (Yes. A leader has to be a role model and has to be able to motivate their team.)

arguing (No. Arguing for the sake of argument is not a leadership skill.)

coaching (No. Not all leaders are coaches. Sometimes a coach is hired.)

4. Reverse mentoring can be successfully used for sensitivity training.

true-false

Feedback:

true: It is true. Sensitivity training includes working with one's beliefs, values and prejudices. Being able to listen to another point of view is crucial for the process.

false: It is true. Sensitivity training and technology education are two fields that work really well with reverse mentoring.

5. A good leader is only open for feedback on designated days.

true-false

Feedback:

true: It is false. A good leader should be approachable and open for feedback anytime.

false: It is false. A good leader value feedback anytime.