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1 - Describe the activity.

Give a chronological description of the activity days, the environment, weather, group size etc, the different roles you took on and the different situations you faced (250 words).

During the first day of our november rhossili walks, we had carried out a walk which contained a series of activities we had to carry out before proceeding further on the walk. The weather was clear, however very cold and wet. The first activity we had carried out was map reading. I had led this challenge using the authoritarian leadership style. 'Authoritarian leadership, is a leadership style characterized by individual control over all decisions and little input from group members.' (Very Well mind, 2020) The next activity we had carried out was guiding a series of blind folded people from your group through tall and unstable rocks to a designated point on the beach. We had then had lunch before proceeding onto hiking to our next series of challenges.

During day two of our november rhossili activities. We had proceeded to hike again across a large area containing challenges along the way. I had once again led the first challenge we had faced which was again, map reading. I had again used the authoritarian leadership style. The environment was still wet and cold however morale was still high. We had then faced challenges in between activities such as steep hills and sharp and large rocks. Our next activity we had carried out had been a simulated

casualty carry. This proved an easy challenge and a lot of teamwork, where we later succeeded. We then had lunch before carrying on our hike to our next activities.

During the first day of our march rhossili activities., we were greeted by a lovely and fairly warm day with clear skies. We had a short mini bus ride with our groups to the rhossili activity centre where we had prepared what activities we were going to be carrying out first and for the rest of the day. My group included me and 5 others bring our group size to 6. We had chosen our own groups for the activities to make the day more interactive and more enjoyable. The morale of our group remained on a high throughout the whole day due to us all being friends, enjoying the activities and doing well in them too. The first activity we had carried out on the first day included a minefield, blind folds and ropes. We had to guide two people who were blindfolded through a minefield to collect plastic balls and bring them to a hoop placed outside the minefield. The remaining four had to guide the blindfolded participants through the minefield using ropes attached to the two blind folded participants. We then carried out an activity containing a series of wooden posts. We had to put together a structure that would hold us up off the ground for at least 10 seconds. I had led this challenge with an authoritarian leadership style. We had lunch before continuing onto our final activity for the day. This final activity was attempting to create a tower with spaghetti sticks and marshmallows. We had to create a tower to hold an egg at the top of it without falling off.

On our second day of our march rhossili walks, we had carried out another series of activities with the same group. The weather was even warmer, day 2, and dry at the same time. Morale was still high. We had carried out another three challenges. Our first challenge was to locate a mannequin along the beach by finding clues and evidence along the way to help us. We then had to recover the body by carrying it in a casualty bag to a safe area. I had led this challenge by using an authoritarian leadership style. Our next challenge included orienteering to certain spots and marking down points of interest in those spots on a sheet. We then had lunch before proceeding onto our final challenge. Our final challenge included a hike along the shore and up the mountains finding containers with numbers in. We then had to map read to find them and write the numbers down before map reading our way back to the activity centre.

2 - What were you thinking and feeling?

Using the descriptions above as a template describe how you feel at different times, where relevant make reference to your role at the time so leader, sub leader, being led by others etc. Include theory (200 words)

During the total of 4 days carrying out rhossili activities, i had a range of emotions which we were affected by, morale, weather and the activities. During the first two days or our rhossili activities, I had low morale due to the weather as it was cold and wet which then affected my effectiveness and efficiency during the hike and challenges I had faced.

However, I did also enjoy the day as it proved difficult in parts which I enjoy as I enjoy challenges. During the first two days of the rhossili walks, I had used the authoritarian leadership style on both challenges I had led, however, looking back on it, for my

second challenge I had led, I believe using the democratic leadership style would have worked best. 'Democratic leadership involves a team guided by a leader where all individuals are involved in the decision-making process' (Business Dictionary, 2020)

During my final two days of the rhossili activities, I had a much better morale level across the two days due to the environment being so much better, the weather being warm and dry and being in a group with friends. I am happy with the leadership styles used during the challenges I had led across the final two days as I believe they were challenges which needed an authoritative structure to ensure efficiency and a more effective theory to it.

3 – Evaluation

We are all predisposed to being a certain 'type' of leader which will be shaped by our personality traits, values and principles and life experiences. Having now taken on leadership roles consider the different types of leader we have discussed and how they relate to you, use examples from the activities (200 words)

After evaluating my performance as a leader, I can see how many leadership styles relate to me. The first leadership style I believe relates to me is the authoritarian leadership style. The reasoning for this as I like to have a structure set out by myself as I find it clearer to organise my team and tell them what to do in a more understandable way to me, therefore making it easy to explain to the team in depth. For example, I had

led an activity where I had to map read to a certain location and lead my team in the right direction. I had worked out the directions to go and safest ways therefore making it easier for me and my team.

Another leadership style I believe relates to me is the Charismatic leadership style. I believe this relates to my leadership style as I always encourage and try my best to keep morale high and the goal in sight. 'Charismatic leadership can transform attitudes and beliefs in employees and others.' (Fairy God Boss, 2020)

Adaptability Is a key skill for any leader. Did you feel you're leadership style changed for different situations? Give reflective examples and consider how this changed over the 4 days as you were able to develop your skills. (200 words)

Across the four days, I had used only one leadership style however I do feel like I should have changed up my leadership style on one challenge on the second day.

Across the four days, I had used the same leadership style, which was, the authoritarian leadership style. I had proceeded to use this leadership style throughout as it's the leadership style I am most comfortable with, also it always works for me. I had successfully adapted to each challenge I had led across the four days of the rhossili activities therefore ensuring we completed each challenge efficiently and to an effective standard. For example, I had led a challenge where we had to locate a mannequin, the murder weapon and collect evidence and later safely extract the body to an area where

it can be investigated. I had nominated myself to be leader and I believed my leadership style would work best for this challenge. I had adapted to this by giving the team a briefing of what I would like to do first and as we go along. Although I had never done a challenge like this, my adaptivity to the task in hand was good as i managed to gain control of the situation and later complete the challenge with success, in a good speed, effectively and effectively.

- In your future career in public services there are a huge number of potential situations you may face, using case studies of real life scanarios give examples of three kinds of situations your natural leadership style(s) would be most effective in (150 words)

A scenario where my leadership style would be most effective would be a situation where I would be planning and carrying out a raid on an area suspected of money laundering or growing and distributing narcotics. I believe my leadership style, the authoritarian leadership style, would be effective in this scenario as a team leader and director would be necessary in carrying out a raid. My leadership style would be effective in the briefing of the team prior to the raid. It would also be effective in the conducting of the raid as a captain is needed to ensure safety of the team and to problem solve, if had to. Also, my leadership style would be effective in the creation of the plan and selecting a team for it. There are many situations where my leadership style would be very effective as the authoritarian will work in more challenges faced and it is widely used across public services.

Having established the type of leader you are and the scenarios that your leadership style(s) are most suited to consider your strengths and weaknesses as a leader, list these as bullet points and refer to theory (5 of each minimum):

Strengths:

- Ensure high morale
- Clear when briefing
- Strict in ensuring the plan is stuck to
- Prepared
- Effective in the equipment and tools given

Weaknesses:

- Time keeping
- On occasions not listen to team input
- Can get distracted easily
- Lack of trust in the team (Business News Daily, 2020)
- Can prove to be hard on the other participants

- Now consider the skills you want to work on to improve your leadership and allow you to be effective in a wider range of situations, use examples of leadership styles you want to further develop (100 words)

There's a select few skills I need to improve on to improve my leadership skill as a whole. One of these includes my lack of trust in my fellow teammates. This can prove to be counter-productive in some situations, therefore making it imperative I change this as it will slow down me and my teams efficiency and effectiveness in a wide range of scenarios.

I also believe i need to improve my time management. With a poor time management, it can bring risks with it, such as loss of time needed to carry out the challenge and complete it and can give off a bad example to my group as they may think if the leader can, we can.

5 - Action plan

Having identified the skills you want to develop consider how you can do this. We can't change who we are overnight but if we work at it we can develop and enhance personality traits and skills. Think about what actions you can take help this process and refer to theory in self development (150 words).

For example if you want to be able to be a more autocratic leader in high stress situations but don't have the confidence to order people about then you might challenge yourself to speak up during debates in lectures and challenge other people you don't agree with. If you have a job you might decide to ask if you can take on more responsibility in that role, you could ask to captain a sports team you play for. You might decide to join a new team, attend a new class or volunteer somewhere to develop your confidence in meeting new people.

To improve myself at a faster rate, there are many things I can do to help speed up the process of improvement. The first thing I would suggest for myself is to carry out more situations with a team such as the activities we did at rhossili more often, this can help me gain more trust and belief in the team I am leading. I can observe their work and efforts and keep it in mind on my future activities. Over time, this will increase my trust in my team's work efforts. I also believe I can improve faster by purchasing myself a diary to ensure I have much better time management on my future challenges. This can

help me keep in mind my time slots and help me prepare for my challenges effectively and correctly. A diary will also help me keep track of what I have done and what I have planned in the future. 'Efficient diary organisation can help you to improve time management skills' (One resource, 2020)

Give your overall thinking on the process, what have you learned from it? Do you have a better idea as to who you are as a leader? Are you happy with the plan moving forward? And anything else you want to say! (150 words)

Now reviewing what we have carried out across the four days of our rhossili activities, I can honestly say I have been impressed with how I led my challenges. I have also come away with new methods of leading, and more creativity when leading. I have learnt many things such as map reading and how to tie a wider variety of knots. I didn't have much of an idea of how I would be in leading an activity but now I have a good idea of how I lead a group in a challenge and can continue to improve on parts I can see need improving. In the future, I am happy with how I lead and my leadership style, There is room for improvement however moving forward I am currently happy with my ability to lead a group and take on a series of challenges with success, efficiency and effectiveness.

6 – Conclusion

To conclude, I believe my leadership skills have been a lot better than I had anticipated. I had stuck with the same leadership style throughout as it was the best for the

challenges I and my team had faced and it was a leadership style I was comfortable with. In the future, I will try to improve on any weaknesses I have as a leader to further improve my leadership skills and continue to do so as being a good leader can prove very valuable in my future career in the public services. I had an enjoyable experience across the four days and would be happy to do them all again. I am happy moving forward with what I have taken from the four day experience at rhossili and impressed with how I performed when leading a team. Next time I lead, I will try to attempt other leadership styles to add a wider variety of ways I can lead as future challenges may require a different style to be more effective, efficient and successful.

7 - References

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