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*Shaping Lives...
Empowering Communities...*

Lecture 16

**Roles of a leader, Different
methods of Selection of
Professional and Lay leaders**

Lecture 17

Training of Leaders



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A **leader** is someone who can see how things can be improved and who rallies people to move toward that better vision. **Leaders** can work toward making their vision a reality while putting people first. Just being able to motivate people isn't enough — **leaders** need to be empathetic and connect with people to be successful.



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Selection of leaders Various methods have been used by different researchers for identification of leaders. Some of the common methods of locating leaders are discussed here.



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1. Sociometry: All the members of a community, group or organization are asked to name three persons in order of preference as their leaders from the same group. The name obtaining the maximum choice is accepted as the possible leader. In this method, every member of the group has to mention his choice. Assumption is that, a person liked by majority of the people is the most popular in the group and is capable of leading the group..



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Advantage

- It is easy and valid method.
- 2. Suitable to most of the situations.
- 3. Leader selected through this method may be able to organise group activities in a better way, because he has the majority support.
- 4. More than one leader can be located for different jobs at the same time



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12 Roles of a Corporate Leader

Visioning and Leading the Way	Empowering and Energizing	Encouraging Teamwork
<p>Create an inspiring vision and shared values</p> <p>Lead change</p> <p>Lead by example</p> <p>Demonstrate confidence</p>	<p>Inspire and energize people</p> <p>Empower people</p> <p>Communicate openly</p> <p>Listen, support, and help</p>	<p>Involve everyone, use team approach</p> <p>Coach, bring out the best in your people</p> <p>Encourage group decision</p> <p>Monitor progress, but don't micromanage</p>





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Training of Leaders

Need for training Persons identified as leaders may sometimes lack some of the essential attributes of leadership and may not be up-to-date in their knowledge and experience. Therefore make best use of them as leaders in extension work, they need to be given adequate training to improve their caliber, and develop their latent capacities for leadership.



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Objectives of training: According to Singh (1987) the training objectives is to: i. Attract the genuinely interested persons who are either self motivated or externally stimulated to take part in the course, ii. Impart new knowledge, teach better skills and bring about the desirable changes in their behaviour, iii. Place the latest knowledge in the hands of desirous persons



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When to organize farmer's training The following pre-requisites are essential for the success of training programmes.

- i. Availability of sound technology that is superior to the prevalent practice.
- ii. Farmers realize that by adoption of technology they can get more profit.



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How to Train

There can be either informal methods or formal method of training. Informal Methods: It may be (i) Observation, (i.e.) noticing how others have performed. This may be a visit to farmer's holdings; (ii) Reading the printed literature, circular letters, etc. from community development workers and (iii) Talking with other leaders progressive farmers or others in the field of interest. Formal Methods: (i) Lecture. It may be supplemented with other formal methods, (ii) Discussion and workshop, (iii) Forum, panel or symposium, (iv) Audio-visual aids, (v) Field trips, (vi) Apprenticeship-learning things by staying with others who have adopted improved practices, (vii) Training groups formal leader training camps, (viii) Direct assistance from experts, (ix) Buzz group-discussion by all in the group of less than seven persons and (x) Giving responsibility to local leaders so that they develop self confidence.