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## **IZVJEŠĆE S TEČAJA**

### ***Educational Leadership***

***Portugal, Porto***

***26.6.2022. - 1.7.2022.***

Educational Leadership course, offered by Learning Together and taught by Tiago Santos, was among the more productive training courses I have taken during my career as a CEO of a language school. Tiago was an interesting, dynamic and inspiring trainer – just the kind of personality you would seek in a person teaching about leadership.

This six-day course was based on six distinct topics:

- the concept of leadership
- communication styles
- leadership styles
- stages of team development
- the right mindset
- trust and recognition

The topic of communication styles greatly improved my understanding of possible issues arising from a simple fact that different people process communication differently. A simple neuro-linguistic programming (NLP) test revealed that my communication style was “digital”. As a leader or manager, it is my job to assign tasks to a team of individuals who may be visual, auditory or kinesthetic. Instructions that are clear and comprehensible to me may be completely ambiguous to my colleagues whose

communication style is different to mine. Therefore, in order to work efficiently with my team, I need to know their individual communication style and adjust my own communication accordingly.

Free NLP tests are available online if you want to find out what your own communication style is.

To determine our leader personalities, we used a method developed by Swedish behavioral expert Thomas Erikson, which is described in great detail in his book "Surrounded by Idiots" (needless to say that buying this book was the first thing I did after returning from my trip). Again, using a simple test I learned that my leadership personality was "fiery red", and that words that describe me as a leader are *competitive, demanding, determined, strong-willed* and *purposeful*. During the course we were asked to have a colleague of ours complete a similar test which would determine our leadership personality based on their assessment of us. Teacher Vesna's assessment of me revealed that she sees me in the same way as I see myself, and confirmed my fiery red personality.

Next we learned about leadership styles as defined by an American psychologist Daniel Goleman. He defines six distinct styles: commanding, visionary, affiliate, democratic, pacesetter and coaching. After learning about characteristics of each of these styles, we also examined scenarios in which each of these is the most effective, but also the least effective. We then discussed different stages of team development, and determined what leadership style works for each of those stages.

Overall, I feel like this course definitely helped me understand some leadership and communication concepts better. Whether it will make me a better leader is up to me and my willingness to apply what I have learned in my own working environment. When you combine the course with some Port wine tasting, surfing lessons and long walks along the beautiful city of Porto, I would definitely describe this trip as a great and valuable experience.

