

Green Leaders

Progled

30.08 - 05.09

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Association
MOGA



ЦЕНТЪР
ЗА РАЗВИТИЕ
НА ЧОВЕШКИТЕ
РЕСУРСИ



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INTRODUCTION



Through the Green Leaders training course...

... we were introduced to the topics listed below.

We understood the universal principles of successful leadership so now we can apply them in our youth work and the campaigns we lead on our social networks.

We become familiar with the levels of leadership and now we can assess where we are with each of our followers and we can find ways to move up.

We also learned the principles of motivational speaking and creating quality content on social networks in order to expand our social influence and increase the quality of our campaigns on social networks.

We developed new educational tools to motivate young people to participate in environmental initiatives, adapting some for digital use, and we managed to acquire practical skills in project management and all phases of planning and implementation

— ECO initiative/ how to motivate people —

— KOLB cycle —

— 21 Laws of Leadership —

— 5 Laws of Leadership —

— Project management of ecological initiatives —



How to motivate young people to participate in eco-initiatives:

To motivate them :

- you need to give them something in return
- invite them into the community
- make them feel important
- you need to do engaging activities
- create a safe space for their personal growth and development

How we will manage to do this :

Reward is always motivational, any time a reward will be welcomed, such as sweets, drinks, or travel opportunities. We need to give them something in return so they can join us.

We need to create a safe place where they can express their ideas and thoughts. We need to combine people so they can create a strong bond with each other, spend free time, and do meaningful activities.

Teach them the importance of their involvement to make them understand that they are rhetorical modern-day heroes.

Organise activities that are fun, active, and playful and give you an opportunity to find your true self. Let them feel happy and fulfilled.

Invite the youth to existing activities and let them express their own ideas.

Real life examples :

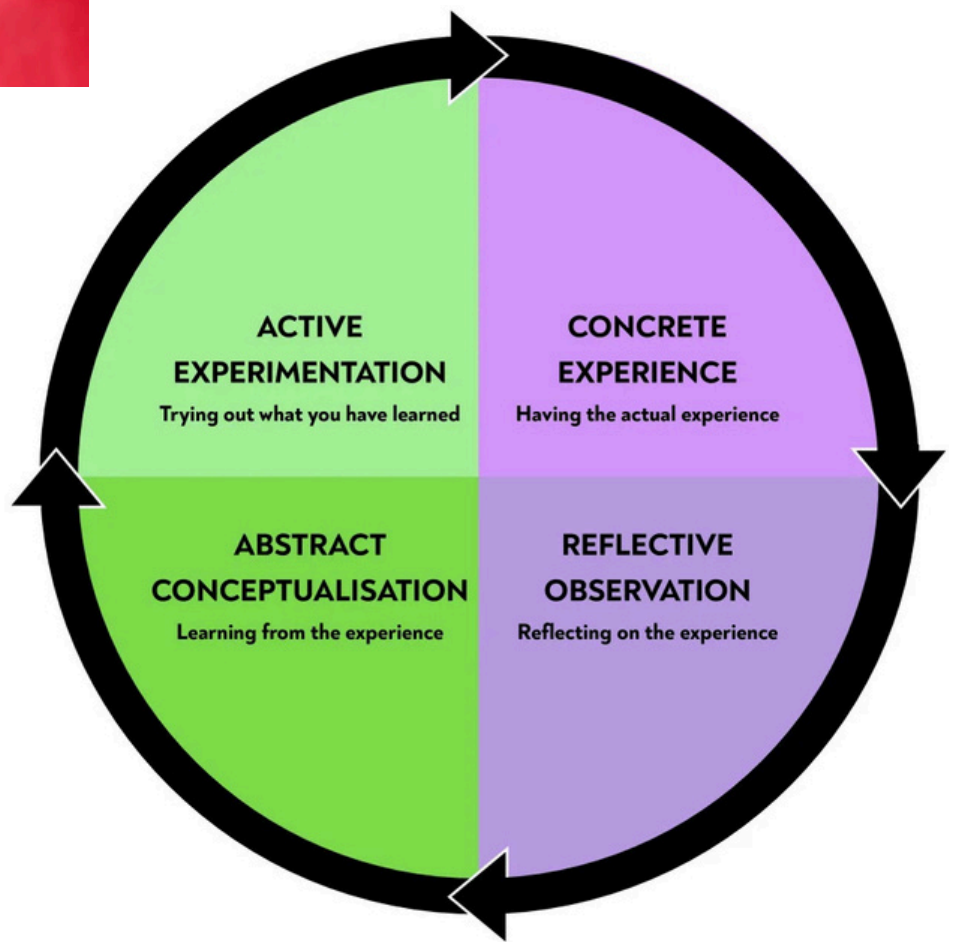
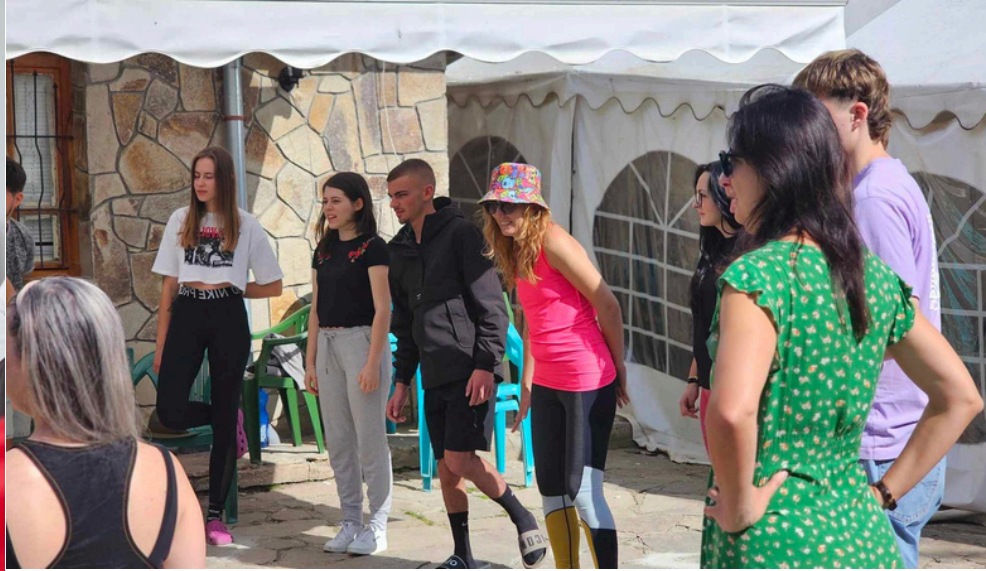
We organised a cleaned up day which reps up with the grill party

We organised a weekend team building full of games and well spent time together to create a bonding between our teammates.

We provided the youth for educational workshops so we helped them find internships.

We organised football tournaments and used the raised money to restore local eco system.

We teach young people by real life examples how big impact climate change has on our planet and how important their involvement is.



5 LAWS OF LEADERSHIP

The 5 Levels of Leadership are essential because they serve as a guide for developing your leadership skills. They show how leadership evolves, starting with having a position and growing into someone who inspires, develops, and leaves a lasting impact. Understanding these levels helps you see where you currently stand and what you need to focus on to progress and lead more effectively.

Level 1: Position – Leadership by Title

The first level of leadership is based on your title or position. At this stage, people follow you because they have to. Leadership here is more about authority than influence. While this is the starting point for all leaders, it is the weakest form of leadership. Relying solely on your position will limit your ability to connect with and inspire others.

Downside: People only follow because of your title, not because they believe in you. This can lead to low engagement and compliance rather than commitment.

Transition: To move beyond this level, focus on building relationships with those you lead. Show genuine interest in your team, and start earning their trust and respect by supporting their growth and success.

Why it matters: Knowing this level helps you realize that being a leader by title alone isn't enough. To be truly effective, you need to move beyond just having a role and start building trust and relationships.

Level 2: Permission – Leadership Through Relationships

At the Permission level, leadership shifts from title to relationships. People follow you because they want to, not because they have to. This stage is about building trust, respect, and genuine connections with the people you lead. Leaders at this level invest time in understanding and supporting their team, creating an environment where people feel valued and motivated.

Downside: While relationships are key, leaders can become too focused on being liked and may avoid difficult decisions or conflict, which can undermine authority.

Transition: To evolve to the next level, balance building relationships with achieving results. You need to demonstrate that, beyond your connection with others, you can lead the team to success and tangible outcomes.

Why it matters: This level teaches you that leadership is not just about getting tasks done; it's about connecting with people. Developing strong relationships is key to moving forward as a leader.



Level 3: Production – Leadership by Achieving Results

The third level of leadership is about results. At the Production level, people follow you because of what you accomplish. This stage is about delivering positive outcomes and setting an example through your performance. Leaders at this level create momentum by achieving success, which motivates others and builds credibility.

Downside: Focusing solely on results can lead to a transactional leadership style, where people feel they are only valued for what they produce, not for who they are. This can lead to burnout and a lack of engagement.

Transition: To move to the next level, focus on developing the potential of your team members. Shift from just getting results yourself to helping others grow and succeed, creating a culture of continuous development.

Why it matters: Understanding this level shows that leadership is not only about relationships but also about achieving tangible results. You learn that people are more likely to follow a leader who consistently delivers on promises and goals.

Level 4: People Development – Leadership by Growing Others

The fourth level is focused on developing others. At this stage, leaders invest in the growth of their team members, helping them reach their full potential. People follow you because of your dedication to their personal and professional development. This is one of the most fulfilling levels of leadership because it's about empowering others to become leaders themselves.

Downside: If leaders fail to balance individual development with team goals, they may lose focus on broader organizational objectives, causing inefficiency or stagnation.

Transition: To evolve to the highest level, work on developing not just individuals but building an enduring leadership culture. You need to foster a team that not only achieves results but can sustain success and pass on leadership to the next generation.

Why it matters: This level emphasizes that great leaders don't just achieve results; they help others succeed. Leadership is not about you alone, but about building a team of capable individuals who can lead in their own right.

Level 5: Pinnacle – Leadership by Reputation and Legacy

The Pinnacle is the highest level of leadership. At this stage, people follow you because of who you are and the legacy you have created. Leaders at this level are highly respected and inspire others through their integrity, character, and long-term impact. Few leaders reach this level, but those who do leave a lasting influence on organizations and individuals alike.

Downside: Reaching the Pinnacle level can sometimes lead to complacency, as leaders may rest on their reputation and fail to continue growing or adapting to new challenges.

Transition: While this is the final level, maintaining Pinnacle leadership requires continuous learning, humility, and dedication to mentoring others. You must keep evolving, giving back, and ensuring that your legacy endures through the leaders you have developed.

Why it matters: This level highlights the ultimate goal of leadership—creating a legacy that extends beyond your immediate influence. Pinnacle leaders inspire not only through their actions but through the values and principles they leave behind.



The 21 Irrefutable Laws of Leadership

Understanding the laws of leadership helps guide you as you progress through each level. Below is a brief summary of some key laws:

- **The Law of the Lid:** Your leadership ability determines your effectiveness. The higher your leadership, the greater your impact.
- **The Law of Influence:** True leadership is about influence, not authority or title. People follow those they trust and respect.
- **The Law of Process:** Leadership develops daily, not in a day. Continuous improvement is essential for growth.
- **The Law of Navigation:** Leaders must have a clear vision and direction, guiding their team through challenges to achieve success.
- **The Law of Addition:** Leaders add value by serving others. Successful leadership is based on benefiting those you lead.
- **The Law of Solid Ground:** Trust is the foundation of leadership. Without integrity, leadership crumbles.
- **The Law of Respect:** People naturally follow leaders stronger than themselves. Earning respect requires character and competence.
- **The Law of Intuition:** Leaders understand and navigate situations instinctively, using their experience and judgment.
- **The Law of Magnetism:** Who you are is who you attract. Like-minded individuals are drawn to similar values and leadership styles.
- **The Law of Connection:** Leaders touch a heart before they ask for a hand. Genuine relationships are the foundation of influence.
- **The Law of the Inner Circle:** A leader's potential is determined by those closest to them. Surround yourself with a strong team to maximize your effectiveness.
- **The Law of Empowerment:** Only secure leaders give power to others. Empowering your team builds confidence and enhances overall performance.
- **The Law of Reproduction:** It takes a leader to raise up a leader. Invest in developing others to create a legacy of leadership.
- **The Law of Buy-In:** People buy into the leader before they buy into the vision. Establish credibility and build trust to gain support for your ideas.
- **The Law of Victory:** Leaders find a way for the team to win. Emphasize a winning mindset and overcome obstacles to achieve success.
- **The Law of the Big Mo:** Momentum is a leader's best friend. Use momentum to propel your team forward and overcome resistance.
- **The Law of Priorities:** Leaders understand that activity is not necessarily accomplishment. Focus on what is important to drive success.
- **The Law of Sacrifice:** A leader must give up to go up. Sacrifice is often necessary for growth and to achieve greater levels of leadership.
- **The Law of Timing:** When to lead is as important as what to do and where to go. Effective leadership requires the ability to make the right move at the right time.
- **The Law of Explosive Growth:** To add growth, lead followers; to multiply growth, lead leaders. Focus on developing other leaders to create greater impact.
- **The Law of Legacy:** A leader's lasting value is measured by succession. The true measure of leadership is how well you prepare others to carry on your legacy.

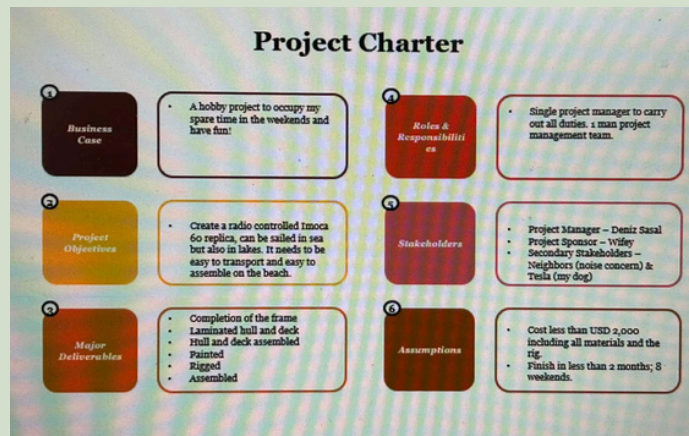


We have 3 stages of project management:

1. Initiation
2. Planning
3. Executing and monitoring

1. Initiation

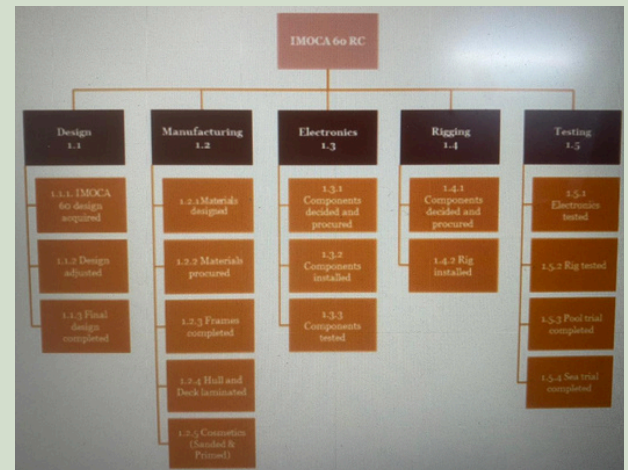
In this stage, we have to create a project charter, as it would help us to organize our ideas. Choosing a topic is the first step, and it actually means deciding what eco problems need solving and how we are going to solve them. For this stage, we use the project charter, which is accumulated from six different sections.



In the section “Business Case” you think of a name for an eco initiative. “Project Objectives” is the section where you have to define your goals. “Major Deliverables” means planning your action step by step. The “Roles and responsibilities” section is for assigning duties. “Stakeholders” is for people involved in the project, and with it, we take into consideration all those who might be directly or indirectly involved in this project. The “Assumptions” section is for budget and time frames.

2. Planning

The planning stage provides the roadmap and structure for how the project will be executed, managed, and closed. It's the most crucial stage because a well-planned project is more likely to succeed.



This stage also includes risk evaluation. It is a critical part of project planning. It involves identifying, analyzing, and preparing for potential risks that could affect the project's success. Proper risk management helps project managers minimize uncertainty and better control project outcomes. For example, if you have a project that aims to prevent throwing ash and cigarettes on the ground, and as a project you thought of a cigarette case, that is made of aluminum and is smoke resistant. So now, you have to see what are the risks of that project. In this example, the risks can be that people don't support the idea, you are your sponsors, and some machines break down during production after launching the project. So, risk management helps also to see how to overcome these risks in order to make progress. In this example, if we are talking about the risk that people don't support the idea, you can overcome it by changing the marketing strategy or changing the design of the project.

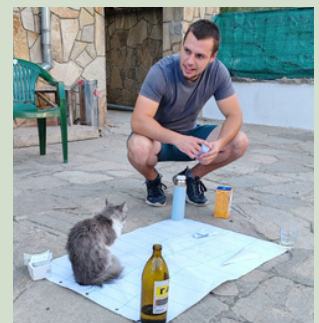


3. Executing and monitoring

The *Executing* stage in project management is where all the planned work is put into action. It is the phase in which the project team completes the tasks and produces the project deliverables. This is often the most resource-intensive stage, requiring close coordination and management to ensure that everything stays on track.

The *Monitoring* stage is critical in ensuring the project stays on track and meets its objectives. This phase runs parallel to the executing phase and involves continuously checking up on the project performance, identifying the things that don't fit, and correcting your actions. Effective monitoring and controlling ensures that the project's timeline, budget, and quality are followed.

We had a workshop where we were separated into groups, and every group had their own goals and their own project. The workshop was made in a way that, after risk analyzing ourselves, every group received some other situations that could potentially either damage our company or make it progress even more. If it is a bad situation, we have to find fast solutions to our problems, because in real management timing is very important. This workshop was actually a competitive game, where if we managed to keep our project running or we used our opportunity to grow, we received points according to how well we solved them. The first group to successfully manage multiple different situations and overcome them was the winner. That group showed excellent real-life management and teamwork skills.



PLEASE RATE OUR HANDBOOK:

✦ HERE ✦



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