DEMONSTRATION SESSION -
EFFECTIVE TRAINING TECHNIQUES
ELECTORAL LEADERSHIP

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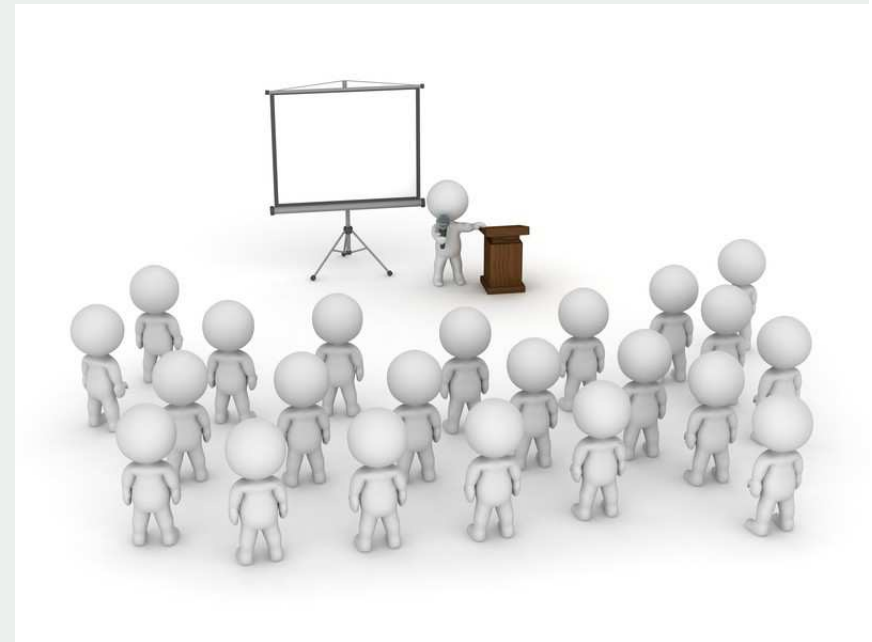
August 2015

Training Approaches

- **Energizer / ice-breaker**
- **Review of learning objectives**
- **Pre-testing (and post-testing)**
- **Mini-presentation and Q&A**
- **Applied learning / problem solving**
  - **Individual assignments**
  - **Interactive group exercises**
  - **Simulations and role-playing**
- **Experience sharing**
  - **Facilitated discussion**
  - **Real life case-studies**
  - **Consultations**
- **Summary / review / key takeaways (linked to learning objectives)**

Focus of Demonstration:

Applied learning / problem solving and experience sharing through interactive exercises
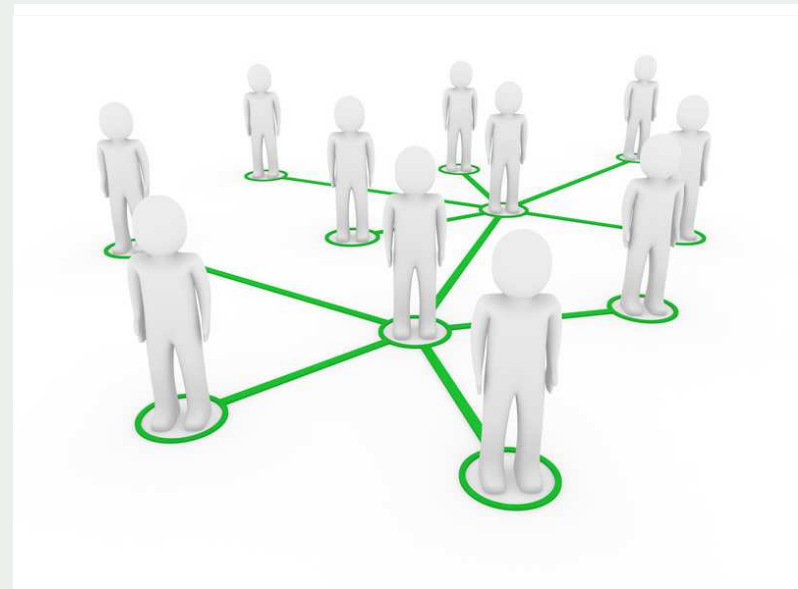
Theme: Electoral Leadership

- To successfully navigate the challenges of planning and carrying out a national electoral process, EMBs must be comprised of effective managers and effective leaders.

- The quality of electoral leadership can have profound negative or positive impacts on the success of election.

- While an EMB Chairperson can exercise transformative leadership at a particular time and place, a culture of leadership throughout an EMB is central to building sustainable capacity in support of democratic electoral processes.

Purpose:

- To demonstrate different approaches to the same concept drawing upon various perspectives and experiences.

- To expand awareness and understanding of electoral leadership from a number of different vantage points and as something distinct from electoral management.

Breakout Group Instructions

Breakout Group 1: Leadership or Management?

Breakout Group 2: What Leadership Looks Like

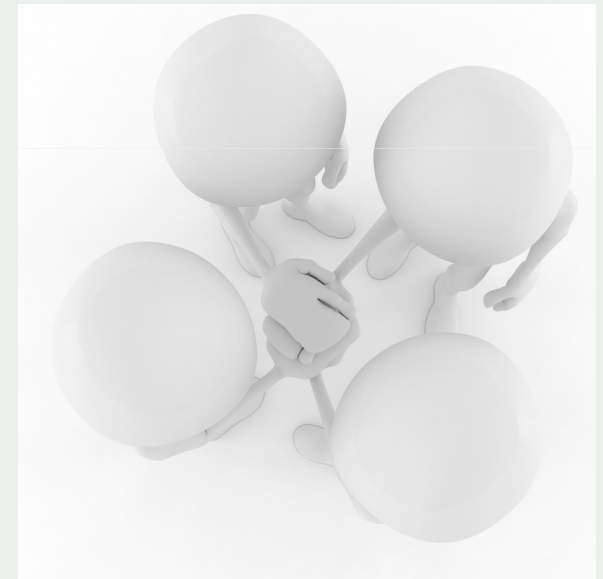**Breakout Group 3**: Leadership Race

Breakout Group 4: Great Leaders You Admire

Breakout Group 5: Free Lunch and Advice

Breakout Group 6: Leadership in the Face of a Health Crisis

Breakout Group 7: Leadership in the Face of a Tech Failure

Breakout Group 8: Leadership in the Face of an Electoral Challenge

Leadership or Management?

The group was provided with a sticky note-pad containing a series of roles and attributes that relate either to leadership or to management. They were asked to sort the roles and attributes into their respective categories -- **leadership** or **management** -- by placing them on the wall under the corresponding headings.

Attributes Missing? Difficulties categorizing?

What Leadership Looks Like

The groups was asked to brainstorm on and develop a list of qualities that exemplify an effective electoral leader.

Any attributes missing? Electoral leaders who embody these attributes?

Leadership Race

- Up to six "lanes" were created on the floor using colored tape. Within each lane, benchmark lines have also been laid out. The assigned "runners" drew a slip of paper from a container.

- Each slip of paper contained a description of an of leadership. The runner could move forward in the race IF he / she had exercised such leadership and could provide a tangible and compelling example.

Great Leaders You Admire

- The group was asked to brainstorm on people believed to exercise great leadership (whether real, fictional, personally known to the group, or famous. Once a short list was agreed by the group, they were discuss the leadership attributes most associated with the names on the list, i.e. what makes them an effective leader.

How might these attributes be beneficial to leaders within an electoral context and why?

Free Lunch and Advice

- The group won a hypothetical contest involving "free lunch" with a recognized leader who would proffer sage advice to the group on the exercise of effective leadership). The group was tasked with identifying the leader with whom they want to have lunch. Beyond justifying their suggestion, individual members needed to convince the rest of the group.

Which of the leader's attributes be beneficial within an electoral context and why?

Leadership in the Face of a Health Crisis

- The group constituted a special in-house task force convened and led by the EMB Chairperson to ensure effective leadership and coordination by the EMB in the midst of a health crises involving the outbreak of a highly contagious disease at the start of a 45 day election campaign period and an election date that was constitutionally mandated. The group was asked to identify some *preliminary* actions in response to the crisis.

Leadership in the Face of a Tech Failure

- The group constituted a special in-house task force convened and led by the EMB Chairperson to ensure effective leadership and coordination by the EMB in the midst of a technology failure that resulted in aggregated vote totals different that the hard copy protocols of results and a parallel vote tabulation. The group was asked to identify some *preliminary* actions in response to the crisis.
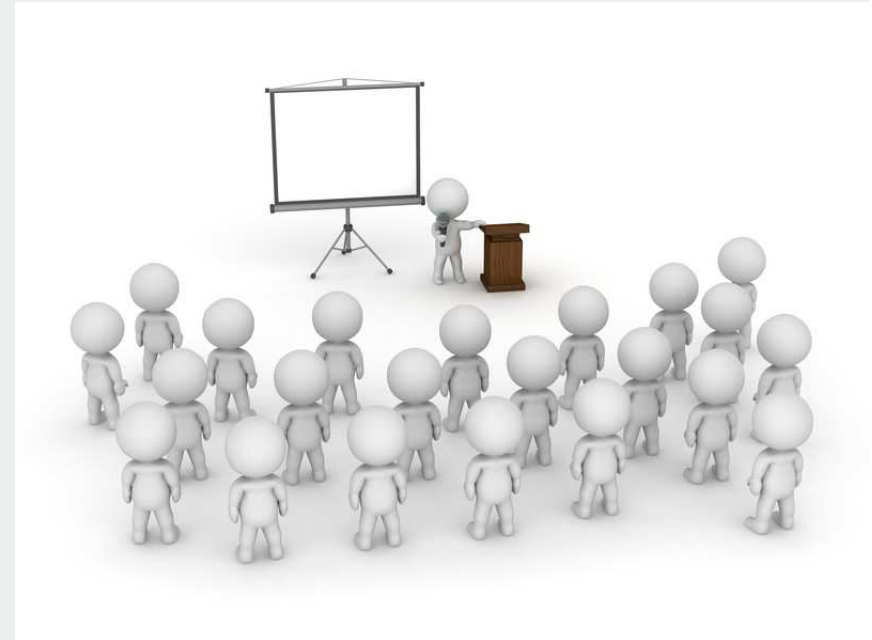
Leadership in the Face of a Challenge to Results

- The group constituted a special in-house task force convened and led by the EMB Chairperson to ensure effective leadership and coordination by the EMB in the midst of a challenge to presidential election results and a partial recount / audit being pushed by the international community (outside of established legal processes). The group was asked to identify some *preliminary* actions in response to the crisis.

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Thank you for your attention!