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**Workshop on: Feedback on Leadership Qualities and New Leadership Module +  
Action Learning Set**

**Date:** March 17, 2005  
**Venue of activity:** FES Office, Kabul, Afghanistan

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**Aim of activity:**

- To assess the improvements in leadership qualities of YLF participants
- To give them feedback
- To introduce and explain to them a new Leadership Module

**Design of event:**

- Brainstorming on *What have we learned so far?*- Feedback
- Nail Exercise- Creativity, Consistency and Team Spirit
- Presentation of *New Leadership module*
- Action Learning Set (ALS)- a practical exercise

**Participants:**

The participants of the training workshop were YLF participants and some FES staff members.

**Course of discussion:**

The participants first discussed what they had learned in the previous workshop with the same trainer. It was a quick brainstorming session followed an exercise called Nail Exercise in which a number of nail were supposed to be put on one nail at the same time. The aim of this exercise, which was followed by giving feedback, was to assess creativity, consistency and team spirit of YLF participants. Afterwards, a new leadership module was presented and the trainer of the workshop involved the participants in the discussion over the following leadership qualities:

- *Self Management*
- *Strategic Thinking*
- *Inspiring Others*
- *Openness*
- *Initiative and Drive*
- *Adapting to Change*
- *Cost And Financial Awareness*
- *Decisiveness*

At the end, a practical exercise by the name of Action Learning Set (ALS), was carried out in which different solutions to a problem were found by the owner of the problem with the help of questions he was asked by the participants.

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ALS is a problem-solving tool. It helps analyze problems, get new ideas for solving them and prepare for effective action.

The idea of using ALS for networking meetings is to provide a structure for the participants to solve specific problems, which each enterprise may have – and which may very well turn out to be common to other enterprises. It gives a good opportunity for participants to support each other.

Following are the main points from the ALS:

1. Problem description
2. Problem Analysis
3. Building Hypothesis
4. Finding Solutions/Strategies
5. Evaluation / Commitment

**Results:**

At the end of the training workshop the participants expressed their satisfaction. They developed better understanding of some leadership qualities and learned new way of solving problems and dealing with difficult situations and challenges.

**Follow-up:**

The participants of the workshop agreed to use the action learning set in order to find solutions to some common problems.

Rohullah Niazi  
FES-Afghanistan Office  
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