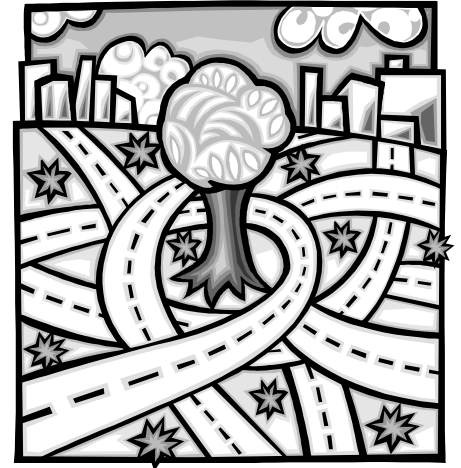


# Three Types of Leadership



## MAINSTREAM LEADERSHIP

Leadership that reflects the values, norms and behaviors of the predominate group in power.

## TRADITIONAL LEADERSHIP

Leadership that comes originally from within a cultural group and is not perceived to have power within the mainstream power structure.

## CROSS-CULTURAL LEADERSHIP

Leadership that is effective across two cultural groups. This type of leadership style maintains a certain level of influence and power within the mainstream power structure but also maintains credibility with the second cultural group. *People who possess cross-cultural leadership skills are sometimes called “**bridge builders.**”*

- **BRIDGE BUILDER:** An individual who successfully works and navigates between cultural groups. As a result, he/she is able to help build bridges and exchange resources between the groups.



## SCENARIO EXAMPLES - YOUTH

### **Mainstream Leadership Scenario - Jane**

Hi, I'm Jane. I'm the president of my school government. I'm glad I got into school government, since all my friends are in it. I've always wanted to be a leader. My parents know a lot of important people in our city, and have given me some tips on how to be a leader. So, I was really prepared when, in student government, we started learning the same stuff my parents had taught me about leadership!

I get to keep meetings moving quickly, and make sure we complete all our responsibilities. Even though I'm in charge, we all get a vote so it's pretty equal. I want to make sure everyone gets to have a say, but I still want to end all our meetings on time!

### **Traditional Leadership Scenario – Asad**

Hello, my name is Asad. I go to a pretty large high school, and have a small group of friends. We're really close. We have all known each other since our freshman year, two years ago. My friends and I are all from the same cultural background, and that's important to us in a high school where we don't really feel like we fit in.

Anyway, we steer clear of student government and the official clubs and stuff like that, but we've started making our own place at school lately. I came up with this idea, that we plan a cultural event the whole school can come to. I think we're going to do it. It's going to be great; our parents are helping too. It's so easy to plan with these guys. We listen to each other respectfully. We don't feel like the other kids in our classes listen to us.

### **Cross-Cultural Leadership Scenario (Bridge Builder) - Maria**

My name is Maria. I am in high school. I was born in another country and came here when I was three years old. I live in a neighborhood with lots of other people from my native country. My parents do not speak English, so I often act as the family translator and help my family understand the way this country works. I often feel like I'm living in two different cultures.

I am easily able to adapt to mainstream leadership settings like high school government or planning for the drama club's play. However, when I am at home with my family, I am always careful to behave and follow our own way of making decisions, like letting elders speak first and taking more time to discuss things. I can fit in anywhere, but I still want to honor what my family taught me. I want to make it easier for people in my culture and people in the mainstream to relate to each other better – without feeling like I'm trading in any pieces of who I am.