



10 Academy

Kifiya AI Mastery Training Program 2

Jerusalem Fetene Mekonnin
(Lecturer @University, Software Engineering)

October 2024
Week 7 Careers Challenge
Leadership

Contents

2

- Task A: Leadership Reflection Exercise
- Task B: Project Management Strategies for Project Phoenix

Task A: Leadership Reflection Exercise

3

1) Least Favourite Leader Description

My least favourite leader was a project manager I worked with during a critical phase of a project.

They held a senior position and were responsible for overseeing multiple teams.

This leader was often authoritarian, rarely sought input from team members, and had a tendency to micromanage tasks. Notable characteristics included a lack of empathy, poor communication skills, and an inability to inspire or motivate the team.

cont...

4

2. Ineffective Behaviours

This leader's ineffectiveness stemmed from several specific actions:

- **Micromanagement:** They insisted on controlling every detail of the project, which stifled creativity and autonomy among team members.
- **Poor Communication:** Important updates were often communicated late or not at all, leading to confusion and frustration within the team.
- **Lack of Recognition:** They rarely acknowledged team members' contributions, which diminished morale and motivation.

cont...

5

3. Personal Weaknesses

Reflecting on this leader's traits, I resonate with the following weaknesses:

- **Micromanagement:** I sometimes struggle to delegate tasks effectively, feeling the need to oversee every detail.
- **Communication:** I can be inconsistent in providing timely updates and feedback to my team.
- **Recognition:** I often forget to celebrate small wins, which can lead to team members feeling undervalued.

cont...

6

4. Improvement Strategies

To address these weaknesses, I plan to implement the following strategies:

- **Micromanagement:** I will work on trusting my team more by setting clear expectations and allowing them the freedom to approach tasks in their own way. I can practice this by delegating smaller tasks and gradually increasing responsibility as I build trust.

cont...

7

- **Communication:** I aim to establish regular check-ins and updates, ensuring that all team members are informed and engaged. Utilizing tools like project management software can help streamline communication and keep everyone on the same page.
- **Recognition:** I will make a conscious effort to acknowledge team members' contributions regularly, whether through verbal praise in meetings or written notes of appreciation. Setting reminders to celebrate milestones can help reinforce this habit.

Task B: Project Management Strategies for Project Phoenix

8

1. Five Ways to Address the Knowledge Gap Left by John's Departure

- **Knowledge Transfer Sessions:** Organize immediate knowledge transfer sessions where John can share his insights and document his work on the project's core component. This will help capture critical information before his departure.
- **Documentation:** Ensure that all of John's work is well-documented, including code comments, design decisions, and architectural diagrams. This documentation will serve as a reference for the team after he leaves.

cont...

9

- **Mentorship:** Pair John with Aisha and Raj for the remaining time he is with the team. This mentorship can help Aisha gain insights into the existing architecture and allow Raj to absorb knowledge about the core component.
- **Cross-Training:** Encourage cross-training among team members. For example, Raj and Lena can spend time learning from John about the core component to build their understanding and fill the knowledge gap.
- **Post-Departure Support:** Arrange for John to be available for questions after his departure, even if it's on a limited basis. This could be through scheduled calls or emails to provide guidance as needed.

cont...

10

2. Step-by-Step Approach to Address Mark's Concerns and Aisha's Suggestion

- **Initial One-on-One Meetings:** Schedule individual meetings with Mark and Aisha to understand their perspectives fully. This will allow them to express their concerns and suggestions without interruption.
- **Facilitate a Joint Discussion:** Bring Mark and Aisha together for a structured discussion. Set ground rules for respectful dialogue and ensure both parties have equal time to present their viewpoints.

cont...

11

- **Evaluate the Proposal:** Analyze Aisha's suggestion to use EchoStack by assessing its potential benefits and risks. Involve Raj and David in this evaluation to gather diverse insights.
- **Consensus Building:** Work towards finding common ground. If Aisha's approach has merit, discuss how it can be integrated with the existing architecture to mitigate Mark's concerns.
- **Decision Making:** Based on the discussions and evaluations, make a decision that considers both the feasibility of Aisha's proposal and the concerns raised by Mark. Communicate the decision clearly to the team, outlining the rationale behind it.

Outliers in sales

12

3. Leadership Styles to Motivate and Guide the Team

- **Transformational Leadership:** This style will be essential in inspiring and motivating the team during this challenging time. By articulating a clear vision for Project Phoenix and emphasizing the importance of each team member's contributions, I can foster a sense of purpose. For example, I will hold a team meeting to celebrate our progress and reinforce the project's significance to the company's future.

cont...

13

- **Participative Leadership:** Involving team members in decision-making processes will help build trust and encourage collaboration. For instance, during discussions about Aisha's technology proposal, I will invite input from all team members, ensuring everyone feels valued and heard.
- **Situational Leadership:** Adapting my leadership style based on the team's needs will be crucial. For example, I may need to take a more directive approach initially to address the immediate knowledge gap left by John, but as the team stabilizes, I can shift to a more supportive role to encourage autonomy and innovation.

Thank You For
Your Attention!

