**10 Academy cB : Week 5**

**Careers - Exercise 2**

**Leadership**

**Due Date: May 25, 2024. 8:00 PM UTC**

**Background**

Have you ever wondered what makes a truly great leader? We often picture powerful figures who have shaped history, from revolutionary leaders like Gandhi and Martin Luther King Jr. to influential business titans. But what exactly sets these individuals apart? Why do some leaders inspire unwavering devotion while others struggle to gain traction?

At its core, leadership is about influencing others to achieve a shared goal. As leaders, we inspire and guide our teams to navigate change and accomplish the organisation's objectives.

**Task A**

As a leader, it's essential to recognize and acknowledge your strengths and weaknesses to effectively manage and develop your team. Reflecting on past experiences with ineffective leaders can help you identify traits to avoid and areas for personal growth.

Think about the least favourite leader you've ever had the experience of working with. This could be a manager, supervisor, or team lead.

Exercise

1. Who was the least favourite leader you ever had? Describe their position, behaviour, and any notable characteristics.
2. What did they do to be your least favourite leader? Identify specific actions, decisions, or behaviours that made them ineffective .
3. Do you resonate with any of the behaviours your least favourite leader has? Highlight 3 weaknesses you believe you have as a leader.
4. For each of the weaknesses identified, explain how you aim to improve on them as a leader.

**Task B**

You are the project manager at NovaTech, a software development company. Your team has been tasked with developing "Project Phoenix," a critical new product that will determine the company's future in the competitive tech market.

Project Phoenix launch deadline is three months away, and the company's stakeholders are eagerly awaiting its success.

Your team consists of diverse individuals with varying levels of experience:

* **John** (leaving in two weeks): A seasoned developer and key team member with in-depth knowledge of the project's core component. His departure will leave a significant gap in expertise..
* **Aisha**: A new team member with a background in emerging technologies. She's suggested using a different technology, **"EchoStack,"** which she's familiar with, but it's different from the team's usual process.
* **Mark**: A senior developer with experience in software development. He expressed concerns about the feasibility of Aisha’s proposed approach to the project.
* **Raj**: A mid-level developer with experience in software design patterns. He's been working on the project's UI components.
* **Lena**: A junior developer who's been assisting with testing and debugging.
* **David**: A Quality Assurance (QA) engineer responsible for ensuring the product meets the required quality standards.

During the team meeting on Monday, John announced his unexpected departure, leaving the team with a significant knowledge gap (remember he’s the one with knowledge of the project's core component) and added workload. John's expertise will be sorely missed. Aisha's suggestion to use EchoStack has sparked debate, as it would require significant changes to the project's architecture.Mark has expressed concerns about Aisha’s proposed approach, citing potential risks and delays.

As the project manager, it's your responsibility to:

1. Address the knowledge gap left by John's departure
2. Resolve the disagreement between Mark and Aisha
3. Ensure the project stays on track and meets the immovable deadline
4. Motivate and guide the team to overcome the challenges ahead

Exercise

1. Explain five ways to ensure that John’s departure does not have a significant negative impact on the success of the project?
2. Using the tips on managing people, outline a step-by-step approach you’ll use to address Mark's concerns and Aisha's suggestion?
3. Which leadership style(s) will you use to motivate and guide the team to ensure the project stays on track and meets the deadline? Explain why you chose that style(s) giving examples of occasions where you’ll use them.

**Submission**

Your responses should be on a maximum of **10 slides PPT**. Convert it into PDF and submit the link on Tenx.

**Rubrics**