

Assignment Lab 2

Think about ways to improve each of your leadership attributes and write/share examples of actions that you can take to do that:

1. Courage
2. Vision
3. Influence
4. Connect
5. Empower
6. Innovate

Write an example of how you used each of the attributes in the past leveraging a STAR model.

Ways to improve:

1. Courage - put yourself in situations that get you out of your comfort zone, such as public speaking, learning a new hard skill, skydiving etc.
2. Vision - take some time to think about your (or your team's) goals on a long term, rather than on a short and medium term; think about what you do and what is the reason behind it, what do you want to achieve
3. Influence - get closer to your people, strengthen your relationships, make them understand that you all work for the same goal; develop persuasion skills
4. Connect - create contexts that make people open up, practice empathy and active listening
5. Empower - delegate tasks, make people take ownership for what they do, provide feedback, recognize the results
6. Innovate - practice being open-minded, create contexts for brainstorming and creativity

How I used the attributes:

1. Courage:
 - a. **Situation** - I wanted to post a public TikTok from the gym but I was scared of making a fool of myself on the internet
 - b. **Task** - it was not a specific task but something I wanted to try to do for a while
 - c. **Action** - I eventually recorded the video, edited it, and finally made courage to post it
 - d. **Result** - it has now 97,5K views
2. Vision:
 - a. **Situation** - It was the planning of the recruiting campaign for my student organization, and members from the HR department started to feel undervalued
 - b. **Task** - I was the coordinator of the HR department and I was in charge of the entire recruitment process, while having to manage my people's doleances

- c. **Action** - I wanted to show that the department is capable of doing the process on their own; in my vision, I had to take a compromise and own that the recruitment process would take longer, but the recruiters would be more prepared since they all came from the HR department
 - d. **Result** - recruitment process indeed took longer, but HR people felt valued and useful, while the ones from the other departments could focus on their job; we had the certainty that the newbies would be chosen carefully by people who could recognize both hard and soft skills
- 3. Influence:
 - a. **Situation** - again at the student organization, we had to send each member an elevated birthday wish, with pictures, jokes, and stories about them
 - b. **Task** - many people signed up to send them but not all of them were actually sending them, and I, as the HR coordinator, had to make sure everybody got their wish
 - c. **Action** - I organized monthly meetups, where we all worked on the birthday wishes, also while having fun
 - d. **Result** - every member of the organization got their birthday wish
- 4. Connect:
 - a. **Situation** - some freshly graduates recently joined the company and didn't feel included in our work environment
 - b. **Task** - as someone who was in their place not long ago, I wanted to make sure they enjoy the onboarding process and get to know their colleagues
 - c. **Action** - in my breaks, I go check on them in the office, introduce them to my colleagues and talk not only about the work environment, but also about our interests
 - d. **Result** - they are more engaged, they start to come to the company's events, and understand the culture better
- 5. Empower:
 - a. **Situation** - no surprise, at the student organization, we wanted to organize a themed party
 - b. **Task** - I didn't want to be in charge of everything, I wanted also some other members of the department to take responsibility of it
 - c. **Action** - I started calling them "responsible for X thing", while providing guidance from the background
 - d. **Result** - they understood that if they don't do their tasks right, the party will not be a success, so they took responsibility, collaborated, and got to a great result
- 6. Innovate:
 - a. **Situation** - the project I am working on has many of its processes pretty outdated, for example QA test cases written in Microsoft Word
 - b. **Task** - I wanted to find a better solution for that, and eventually found one in Azure Devops
 - c. **Action** - I pitched my idea to my direct supervisor, then to their direct supervisor, constantly asking for updates about the test cases decision of movement
 - d. **Result** - I am piloting now the test cases in Azure Devops alongside other 2 QAs