LCVP APPLICATION

For LCVP TM&HR

Shine BRIGHTER

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Table of content

General information 3

Introduction 4

Personal Questions 5

Leadership and teamwork Questions 8

Functional Questions 10

- SWOT analysis 11
- Plan: Shine BRIGHTER 12
- Plan: Goal matching 14

Figures 15

General information

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Introduction

Being optimist at this time is the most valuable treasure that someone can have. Because we see too much evil and bad thing in the world around us and thinking the evil has won and there is no hope. But actually this is the result of being too much pessimist. This view poisons the humans to stop any activity that can make the world a better place.

I see a lot of my friend is pessimist and they always angry, mad and hopeless. They are doomed to only see the bad side of view. But being optimist isn't being blind to badness, it is about seeing goodness beside every badness in the world. Being optimist is "never losing your hope" and it is what exactly bad things wants. They want you to losing your hope and then they will own you.

Optimist is Contagious. It can be easily shared. Just being optimist is helping others to open their visions and see the good thing around them. And this is the time that they will fight for the goodness against any badness. Someone once told me a quote:

> Only 10 percent of an optimist thought will be happened and most of a pessimist words is true. But every great changes in the world was happened because of optimists.

Working in AIESEC helping me to be optimist. It also show me a path to how can I implement my ideas and make the world a better place. It help me to see I'm not alone! Now it is my turn to use the opportunity that AIESEC offers everyone. This is why I applying for LCVP elections in AIESEC Shiraz LC.

Personal Questions

Q: WHAT DO YOU EXPECT TO GET OUT OF LCEB EXPERIENCE AND HOW THEY CAN HELP YOU ACHIEVING YOUR PERSONAL GOALS IN THE FUTURE?

A: First task of mine in AIESEC was writing about our purpose to join AIESEC. I wrote at least two full pages about my purposes and ideas about this fantastic organization. In that writing I aim for two specific goals. Make a big network of people with common thought and make world a better place. The first one is easy. I just need to participate in AIESEC event such as conferences. By joining LCEB it is in my job description. That mean I just need to follow my JD to reach my personal goal.

By joining AIESEC, I approached my goal to make the world a better place but it wasn't enough for my desire and passion to do a good thing. I need some extra spaces and freedom in actions to implement my ideas in AIESEC. In weeks I just overthinking about ideas in my head and it was disappointing because it was just some thought in my head and I'm not able to see the result. I guess in LCEB team I can work better on my ideas about developing our LC and in the result developing AIESEC.

Q: PLEASE DESCRIBE 3 OF YOUR STRENGTHS, 3 OF YOUR WEAKNESSES AND YOUR MAIN 3 PERSONAL VALUES IF YOU COULD WORK ON OF YOUR WEAKNESSES, WHICH ONE WOULD U CHOOSE? WHY?

A: Strength #1: Solution Oriented. Actually in every situation I find a way to make myself satisfied. Maybe it is because of too much thinking over the time. I'm a thinker and I act based on thinking and the second reason is I see the world in algorithmic way and in every algorithm is a path to reach its goal.

Strength #2: I am the man of Crises. Actually I can manage myself in critical situation and never losing my mind. I have some experiences that puts me in messed up situations and I finally make it out of the crisis successfully.

Strength #3: I have a fully separated business life from my personal life. I manage all the feeling and in business I do exactly I need to do. I can limit my emotions and my personal view of a situation and act according the plan.

Weakness #1: My English speaking is my biggest weakness. It's really embarrassing for me that I can't deliver my ideas and my thoughts to people in English language. Speaking in English is the first move to share your ideas with people around the world and for being a global citizen and a social person you must speak English as smooth as your mother language.

Weakness #2: I'm not able to start a conversation well and I feel very uncomfortable in a group with some people that knows each other more than I know about them. It deliver a feeling to me that they don't accept me and I can't fight that feeling.

Weakness #3: I'm a good listener but not a good speaker. If I was going to talk about something that I prepare for, the conversation goes well. But when it comes to improvisation talks (especially in another language like English) I came across a lot of problems.

Personal value #1: Freedom. My biggest dream and the biggest goal in life is deliver freedom to all the people in the world. Everybody need and deserve freedom. If freedom successfully delivered to all people, they can develop each other by spearing ideas freely. With freedom no oppressor can take advantage of people and humankind can fulfill their potential.

Personal value #2: Awareness. In my opinion the biggest weakness of democracy is the lack of awareness among the people. Awareness starts with being self-aware and then continues with globally aware of what is happening in the world. In that time and with global awareness among people we can use community oriented solutions and collective mind. In history there was such a good talents and minds in the world but even the best mind in history can be defeated by collective mind.

Personal value #3: Voluntary spirit. Greed for money is the legacy of our past, the time that being successful is equal to being rich. But it is as incorrect as thinking voluntary works is charity. Being volunteer is leaving behind the idea that "only I matter" and thinking that society matter. Being volunteer is leaving behind the idea that legacy is money for my children and replace that thought with legacy is the effect that I make and it make the world a better place.

If I'm going to work on one of weaknesses that I mention in this proposal I really want to work on my English speaking. Talking English is very important and it has some side effect like rising self-confidence and easily make Improvisation talking very smoother. That means it cover the third weakness that I mention before.

Q: WHAT DO YOU THINK WILL BE THE MAIN CHALLENGES YOU MIGHT FACE DURING YOUR TERM REGARDING THE FOLLOWING AREAS? HOW WOULD YOU OVERCOME THEM?

- YOUR TEAM
- YOUR WORK
- YOUR PERSONAL LIFE (SCHOOL, BOY/GIRLFRIEND, FRIENDS, FAMILY)

A: My team: probably, main challenge in my team is being an active and intimate subset of society. By saying active and intimate I mean a group of people with parallel thoughts that can handle their problems in themselves and always moving advance. And by saying subset of society I mean that everybody in team understand that we are part of a society that we want to improve. It help us to think and decide more globally.

My work: Lack of knowledge is the most problem in our work. I must spend times to find out more about AIESEC and other AIESECers experiences. It's really important to not invent the wheel again and learn what others experiences.

My personal life: I said that before it is one of my strength, separating my personal life and my business and it isn't new to me. In every year from start of university I have business beside of my school and personal life and I successfully manage them before and I hope I can do that with AIESEC too.

Leadership and teamwork Questions

Q: SPECIFICALLY DESCRIBE THE TOP FOUR COMPONENTS YOU BELIEVE MAKE AN EFFECTIVE TEAM AND HOW YOU HAVE APPLIED THEM TO ENABLE A TEAM YOU WERE A PART OF TO WORK MORE EFFECTIVELY.

A: #1: Continuous Communication and business relations between members. It is clear that communications are the most important attribute that a team must have but this communications must be continuous to make a better result. And the important thing that every member should understand is that relations kind between members are business and they must able to separate these relations from personal relations.

#2: non-hero vision. There is no hero except the team. Everybody in team must understand that everything done by a member is the team achievement. It helps members to have more friendly relations and focus on the team needs. It help them to understand about their tasks and how important they are, no matter how much small they look.

#3: having a valuable purpose. Each member must be explained what is the team purpose and this purpose must be something valuable to lead members to have passion about it. If the purpose of the team is something not valuable, after some time members losing their passion and motivation.

#4: Consultation and all-agree voting. There is no such thing like bottom-up or top-down communications in teams. All member are the same and team never advance to a goal that someone isn't agree with. If even one person is disagree with the idea, idea isn't perfect.

Q: IF YOU ARE GOING TO BE A GOOD LEADER WHAT WILL BE YOUR THREE MAIN CHARACTERISTICS?

A: #1: Trustable. Leader is the members safe, if they can't trust the leader they can't share their ideas with team without fear and then they turn to be an individual component in team slowly and it reduce team efficiently. It maybe waste some brilliant ideas just because the member can't trust the leader.

#2: Free and open mind. By saying open mind I mean someone who shares his ideas and never hide it and by saying free I mean someone who let the others ideas going to his head. Being free and open minded help every leaders to share their ideas to their team and let them change and develop that thought. It help each idea be in progress and developing path to be a perfect idea. Being opened mind help leaders to set their vision unlimited. When you set your mind open to everything there is no limit for your thought.

#3: Active and creative. No one wants a lazy leader or a man who always follow the instructions. An active person is always ready for a new job and the creativity give passion and solutions to him/her. An active leader deliver energy and activity to members like a positive pulse in air! Actually being active is Contagious.

Functional Questions

SWOT Analysis

SWOT Table

Strengths	#1: we are only AIESEC LC in region. #2: we have a strong TM structure from last term. #3: we have support of ministry of science.
Weaknesses	#1: there is a little member with voluntary spirit and community concern. #2: lack of knowledge in LC members. #3: most members haven't leadership power. (LDM isn't developed well in LC members)
Opportunities	#1: access to university resources. #2: TM doesn't have to focus on structure and easily can focus on developing. #3: there is too many company and startups in shiraz and available for ICX contract.
Threat	#1: team may face losing motivation or even members. #2: members may face being workless because leaders don't apportion duties well. #3: losing motivation or failure in members because of lack of knowledge.

With the university support we can easily hold more LC meeting and have more motivating and educational lecture to cover weakness #1 and #2. With the strong TM structure we can track easily and find the problems and help members to improve their leadership through LDM.

Plan: Shine BRIGHTER

Recruitment session: it is necessary to have a recruitment session in beginning of the term to fill empty available places with new members. And it is important that new members already have community issues concern, at least a little concern. In this session everybody must fully understand in AIESEC they develop their leadership and helping AIESEC to reach its goal. With motivating lecture, videos and stories we must show them the true and pure face of AIESEC. We must concern that AIESEC needs volunteers, we shouldn't force somebody to join it because after some time he/she will lose motivation and feel regret and their teammates losing motivation too.

Advertisement is the key element for this session. Is social network and university we must encourage student to join the session and in the session sift them and find out who is fit for LC positions.

Induction session: start point of term is induction session. All new and old members who want take a place in AIESEC must fully understand what the meaning of working in AIESEC is. Every member should see SDGs and find out how we work on their leadership and know LDM.

Every session mostly have three tasks: first session planning. Plan for lectures or sub sessions to reach the session goal. Watching videos, asking elders members and using others LC plans is a good way to planning. Second prepare some stuff if needed. Like buying paper or print. (Preparing power point is included in session planning). And the third main task is find a place to hold the meeting. This session can be done in the same time of other tasks like session planning. Important thing is make a list of available places first and for each session we can choose the best one.

LCMs: the most important work of TM is LCM. The main part of delivering LDM and other developing method is in LCMs. Lectures for Introduction and workshop for developing it are the necessary part and the fun part should be included for increasing motivations and energy level.

First LCM main topic will be Trello and how to work it and the second LCM main topic will be making report from Trello.

Trello: D-LCD is a good platform to track activities but working in excel is disgusting. Adding rows and columns is complicated. Even android app of Google sheet isn't good enough to make the user experience better. Trello is a platform that is really match to current D-LCD. Actually Trello is an implementing platform for scrum project and it has a very nice and beautiful UI and UX. It has too many free features and many startups and companies using it. I believe using Trello has the D-LCD benefits as well without any problem that we argue in the LC meeting before.

Team Stages: we must track teams in order to find out what stages they passed and what standard that delivered. At first we must make team leaders to pass building stages in one week. One to one meeting with team leader help them to implement standards well in their teams. Reporting in teams is easy because of Trello. They only have to process some raw data in Trello.

Scrum: actually I don't want to implement all of scrum in our teams. Some of the scrum part isn't fit for AISEC and our work. But every team must have a scrum master. TM member will be educated to be a scrum master and then we place them in each team to manage and helping team leaders for planning and making a good report for each task.

The most interesting about scrum based project is daily standing meeting. Every day all member gather around and every member talk about what he/she done in last day and what is going to do this day. Everybody talk 1 minute and whole meeting take 5 minute. Meeting can be held even in the middle of street! Actually working in AIESEC isn't take too many time that everybody have a task every day. So we held this meeting every other days in AIESEC. It is very important each team has two standing meeting and a regular meeting in a week. Standing meeting help members to improve their relations with other members. With this kind of meeting members can empower other members easily just because of their passion or tasks never breakdown because of inner tracking of tasks.

Plan: Goals matching

1. Implement team standards and making sure every team is going through team stages.

   Team stages is one of my plan topics and it fully covered in this plan. Even easier tracking with Trello make TM work so easy to check team stages.

2. Keep an updated track of performance of the members.

   Everything in Trello is trackable and we can see who is working. We make teams to take selfie in every standing meeting so we can see how many meeting they had. For measuring performance we can use last TM structure for it thanks to last term TM members and VP.

3. Recruit new member at the begging of the term and during the term if needed.

   Recruit session is also one of my topic in this plan and I explained that before.

4. Educating LC members to develop their leadership skills through LDM

   This topic covered in LCMs. Motivation sessions with educational lecture help members to developing themselves. Several standing and regular meeting help them to cover each other weakness and then improving each other.

5. Train experienced TM people for the next generation.

   Being Scrum master will help people to find out how talent manager and human resource work. Educating TM member to be a scrum master actually train them to be a good leader too. And motivating session and talking help them to have passion to apply for bigger opportunity in AIESEC.

Fig1. List of tasks

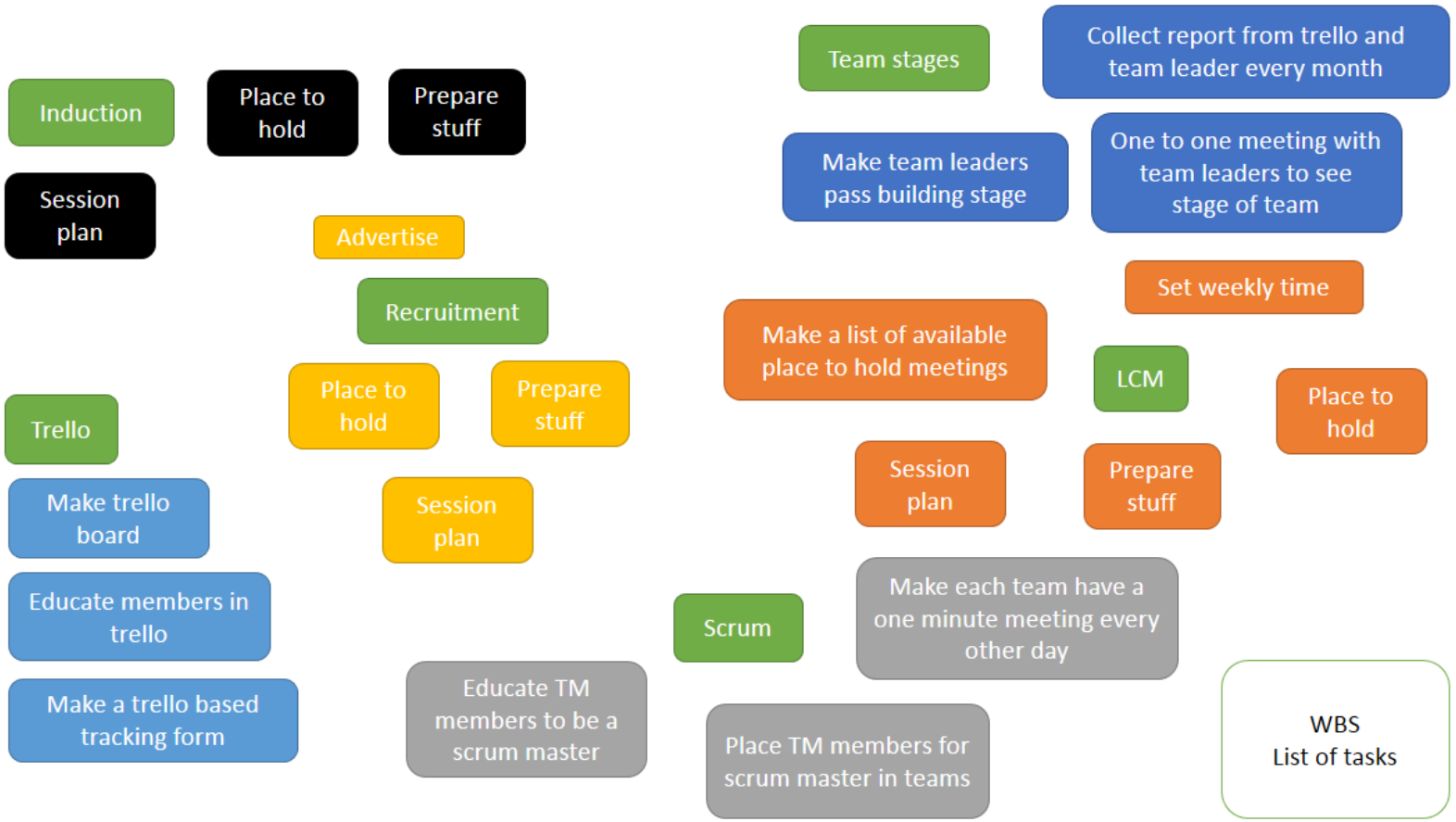

Fig2. Network diagram

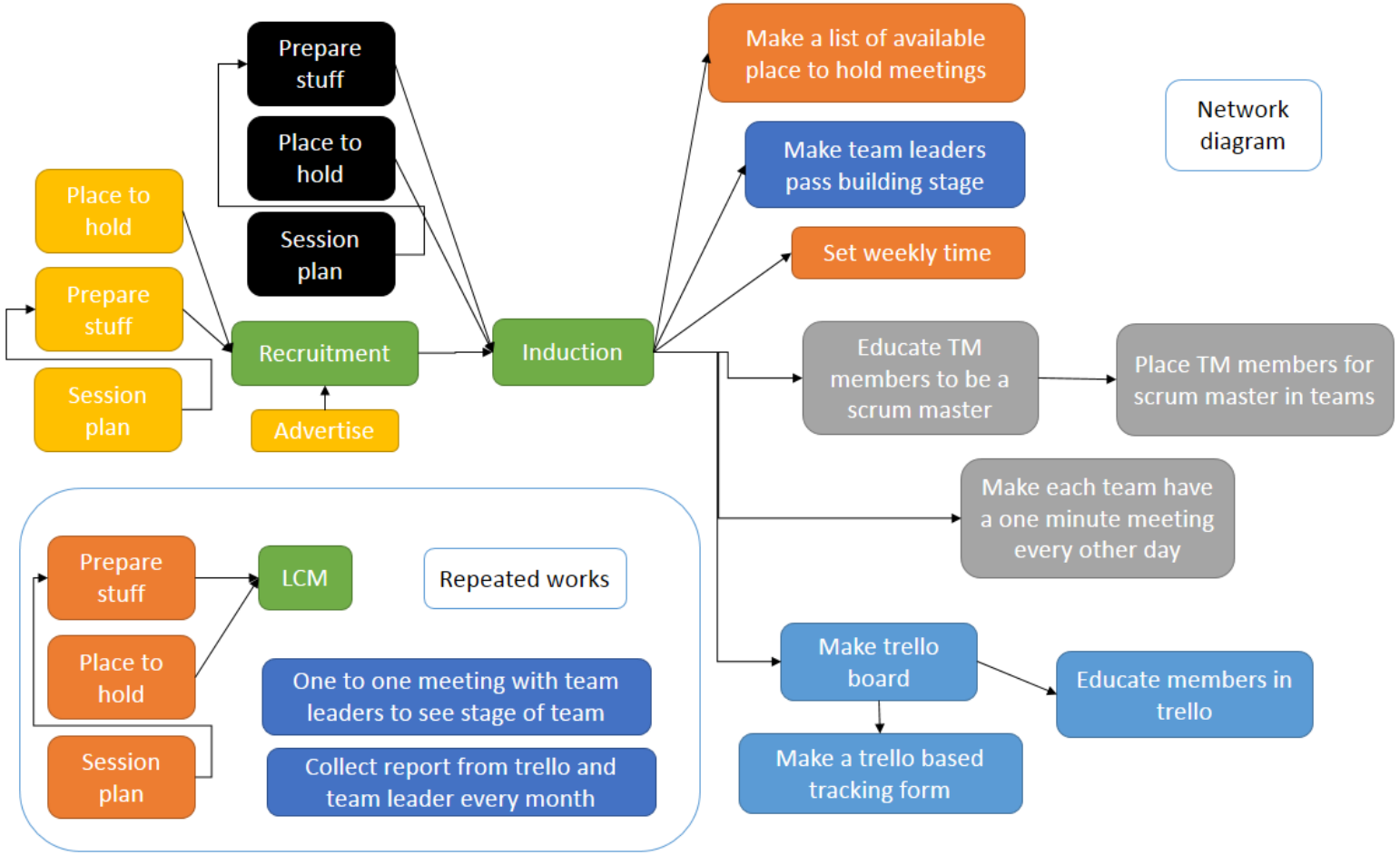

Fig3. Gantt chart (part1)

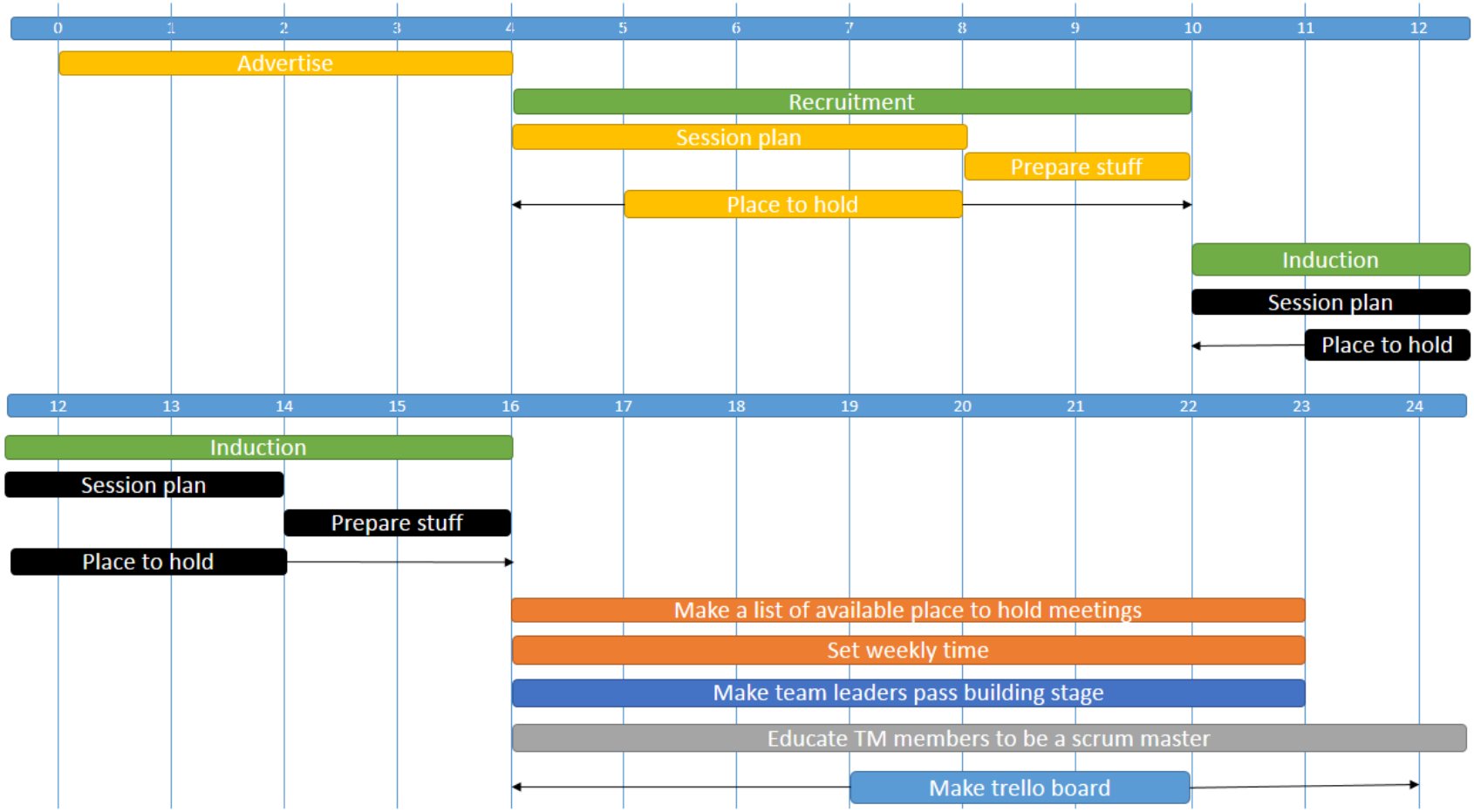
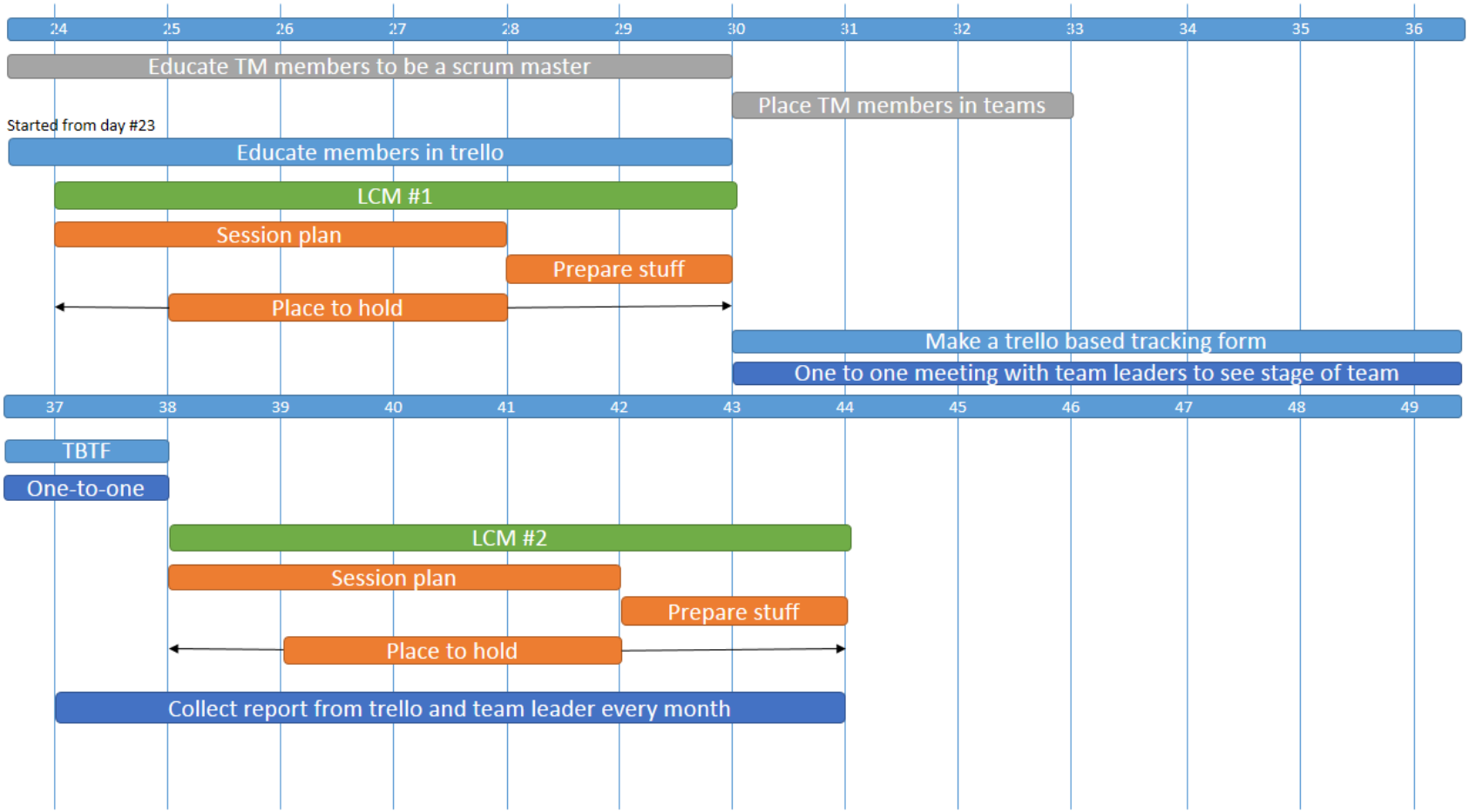
Fig3. Gantt chart (part2)