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Subject : Leadership

Assignment Title :interview with a leader

Submission Date : 27/11/2022

What does leadership mean to you?

Leadership is a role played by one or more persons who possess skills that enable them to manage others, both technically and personally. They are the main drivers behind successful projects, providing direction and motivation to themselves and others.

What strengths do you believe are necessary for a leader?

IQ and EQ; they must be strong technically to manage workloads (IQ) as well as strong people skills to manage workforces (EQ). They must have strong management skills such as time management, the ability to multi-task and prioritize workloads and manage expectations to align with reality.

Have there been moments that have challenged you as a leader? How did you overcome it, and what did you learn?

One of the biggest challenges as a leader is managing expectations. I have learned that the unexpected always happens, and you need to be prepared for it. People get sick, tasks that were thought to be easy turn out to be more complex, and scope creep happens all the time. I have learned that the key to solving this problem is by always adding buffers to deadlines. By doing this, you relieve your team and give them more realistic deadlines, and you give more accurate predictions for the project's delivery timelines to clients.

Who or what has been your greatest influence as a leader?

Over the course of the years working under other leaders, I have been observing their behavior and how they deal with difficult situations, and people's problems. I have seen leaders make difficult decisions that sometimes don't turn out to be the right ones. This repeated process has built up my view of what a leader should be and strive to apply that view through myself as a leader. Another great influence has

been listening to others' experiences with leadership - I would highly recommend everyone to listen to the various GOTO conference talks on leadership.

What are the most meaningful, energizing, enriching, and fun parts of your work as a leader?

I believe that I draw my satisfaction from the role I play by knowing that my work has a positive impact on those I lead as well as the clients whose projects I manage. Seeing projects to completion motivates and energizes me to do a good job, and once delivered that's where I find meaning in the work I do. It is also very motivating to see the positive impact I can make on those I lead, by making their work not only easier but more meaningful and enjoyable.

What values and actions are important to you in creating a happy and successful climate in your work?

I think that as a leader you should take into account the opinions of the people you are leading.

Teamwork makes the dream work. People have vastly different backgrounds, experiences, and opinions. Taking all of that into account when making leadership decisions not only makes for a better plan but also makes people feel included in the decision-making process, which leads to them feeling happier in their roles, which ultimately leads to collective success.

What are the legacy and the things you wish to hear from your followers after you retire? Can you name three?

I would like to be remembered as a person who inspires others to take on leadership roles and deliver quality work. One of my goals is to contribute back to the community by hosting talks or podcasts to share my experiences with others. I would also like to author at least one book as a guide to leadership skills for anyone enthusiastic about the topic to draw on.

What experiences in your past do you consider to be a turning point in your life? How did those experiences shape your hopes and dreams for the future?

I vividly remember several incidents where while I wasn't in a leadership position, witnessed firsthand the effects of a bad leader and how it affects a team's morale and motivation. Those moments stuck with me and made me decide that if I was ever in a position of leadership I would not make those same mistakes.

What would you hope your family, colleagues, and community say about your contribution to them as a visionary leader?

I hope that they can see the importance of the role of a good leader. I hope that my contributions are recognized as a net positive in society as a whole

What are your goals for the future?

My near-term goal is to hone my leadership skills and try to become the best at what I do. My far-distant future goal is to open a successful software development business of my own.

What makes you unique?

I believe every individual brings something unique to the table. For myself that is relentlessness in seeking perfection. Usually, people hear that and think that perfection does not exist, and they might be right, but I do believe in the pursuit of perfection.

How do you handle stress?

I handle stress by thinking of it as waves in the sea. There will always be high and low points, ups and downs. It has always helped me in stressful situations to know that this is just a phase, I have been through stressful situations and I always make it out the other side one way or another. I think it is good for a leader to acknowledge stressful situations and share the burden with their team. Teamwork makes stressful situations much more manageable.

I was able to host this interview with Mr Zyad shobroq, at 8:00 PM on the 25th of NOVEMBER 2022, to talk about leadership and its impact on his life at work and home.

We both went in a smooth start, by greeting each other, as the person who is doing the interview I tried to make sure his comfortable and open up, by creating an atmosphere of being serious but giving at the same time, and that's by starting the interview with a serious voice tune but also being friendly with zyad and give him the feeling that he can open up and talk, and that's what happened.

After greetings I sarted asking him some qustions about his work and how he is implementing leadership in his life, he started by giving me few stories about how some of the leaders he deilt with were good and bad, he talked about how was his first leader with his first job after graguated, which was exrelmly intresting to me, this part was a the good and bad part, from the story he talked about I was able to tell that he his first boss/ leader was very hard to understand, by that I mean that his boss was very successful but at the same time he was not very understanding in person, he never fired

anyone if they didn't do something big that would put the companies reputation on the line, but at the same time he always tried to make the atmosphere in the work comfortable by placing free things in the company such as drinks or he would invite them all to dinner, and he usually tells people what to train for and what the next project is, plus he makes sure that they are ready before any project so they wouldn't go through hard time during the project.

Then we talked about how leaders in his life started developing from one company to another company and how the type of the company can affect the leadership type and method, which means that workload and the type of workload can affect the management/ leadership employees to managers and what type of differences can knowledge create in the work atmosphere, mainly what I was able to understand is that he looked at how the leader would lead and how would the leadership affect his management skills plus how would the people interact with him, he also told me a very important thing that you define how people talk and interact with by what you do and what you say, and body language is very important because it's the thing that represents you in front of everybody not to talk about what to wear too.

And now we started talking about some projects he is leading and how he can manage to work with two companies at the same time plus have a nice environment at home, he starts by telling me that a lot of that comes back from his wife at home and how she understands what he goes through and a lot of the balance that is happening is from the support his wife is giving him as for work, he can manage thing by creating a list and have everything done in that list more like having a daily goal and reaching it, as for people around him, he knows what type of people they are and what kind of can motivate them to work better, he may not be a big leader, but on small scale he is a great leader that can manage his team members and colleagues plus his non-work-related life, on some weekends he goes out with his

brother and on other ones he visits his grandpa in London and tries his best to stay in touch with his family and friends.

As for the way he thinks about himself, a lot of the time he look forworde to getting certification in multiple different directions and he keeps working on himself and makes sure that his linked in is updated.

I think that being a leader is very much related to the person and how that person thinks plus the environment is a game changer, it is different from one environment to another, the complexity of becoming a leader relates very much how to deal with people alongside passing the workloads to the right people and be always open for anyone to teach you or full fill you on something.