# Competency: Team leadership

1. Tell me about a time when you had to lead a group to achieve an objective. How did you organise your resources? What was the objective? What was the outcome? What did you learn from this?

Tessract library for ocr project, Initially stake holders were agreed on not to process hand written receipts and generating the 60% sucuess rate, then in the middle of a project they have asked us to achieve 90% success rate with hand receipt reads.

Adaptability: Being open to adjustments and making timely decisions based on changing circumstances is vital in achieving the desired outcome.

1. Describe a situation where you inspired others to meet a common goal.

* **I wrote a POC with s/w best practices in mind**

1. Tell me about a time when you influenced the outcome of a project by taking leadership role.



Empowerment and Delegation: I would empower team members by delegating responsibilities and encouraging them to take ownership of their work. By trusting their expertise and providing necessary support, I would foster a sense of ownership and accountability.

1. Tell me about a time when you wanted to convince someone to do something.



1. Tell me about a time when you’ve worked on a project that required you to develop a positive working relationship with someone.
2. Describe something you have done to improve the performance of a teamwork unit.
3. What steps would you take to promote team effectiveness?
4. Tell me about a time when you have had to resolve a team issue/problem relating to a team you worked with?
5. How do you ensure that the work of your team is completed within appropriate time-scales? How do you keep track of progress? Give me specific examples of when you have done this

* **We record everything on ADO and conduct sprints which is useful to measure the metrics and track the progress.**

1. How do you keep the team who work for you committed and enthusiastic about organisational objectives? Give me an example of when you have done this. What was the reaction of your team?

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1. Give me an example of a situation where you set challenging objectives for a team. How did you ensure that each individual understood his or her role? How did you support the team? What was the outcome?

* **Payroll and sa new year changes**

1. Give me an example of a time when you managed the activities of a group of people. What were your objectives? How did you manage them?? What did you learn from this situation? How successful was the group in achieving its objectives?
2. Tell me about a time when you have encouraged an open and honest debate to resolve a significant team related issue. How did you undertake this? What was the result? Did you obtain any feedback from the team involved?

# Competency: Developing others

1. Tell me about a time when you coached someone to help them improve their skills or job performance. What did you do?

* Windows application for SA questionare to web app conversion, I had given him some tutorials and setup couple of sessions in a week to discuss and resolve the technical issues.

1. Describe a time when you provided feedback to someone about his or her performance.

* Inventory management in fin accounting took more time than expected.
* Started the converstion with appreciation and valuable contribution
* Asked the challenges
* It was a constructive feedback, Told him it could be improved in this way.
* Started more open and collaborative conversation.
* emphasizing that my intention was to help her grow and succeed
* We discussed potential solutions and agreed upon some action steps to address the areas of improvement.

1. Give me an example of a time when you recognised that a member of your team had a performance difficulty/issue. What did you do? What was the outcome?

* Inventory management in fin accounting took more time than expected
* was struggling to meet deadlines and deliver work of the expected quality
* I scheduled a one-on-one meeting with Alex to discuss their current workload, challenges, and any support they might need
* I worked with Alex to identify the root causes behind the challenges they were facing. It turned out that Alex has given wrong estimation, they thaught that if they would done it in a short time they could get employee of the month award.
* I worked with them and revised the deadline which was realistic.
* The outcome of this approach was positive. With the clear plan in place and the additional support provided, Alex was able to overcome their performance difficulties. They started meeting deadlines consistently, delivering higher-quality work, and regaining their confidence.

1. Encouraging individuals to take responsibility for their own development is an important challenge for managers. Describe a situation where you have done this. What specifically did you do and say? To what extent did the individuals take on the responsibility? What did they learn? What did you learn?
2. Tell me about a situation where you spent time giving feedback to your staff in order to help them learn from their experiences. What was the situation? What specifically did you do or say? What did your actions achieve?
3. Give me an example of a recent discussion that you had with a staff member over a performance problem. What was the situation? How did you approach this? How did they react? What was the outcome? What did you learn?
4. Tell me about a time when you have given support to an individual in order to help them meet their objectives. What did you do? What was the outcome?
5. Give me an example of a challenging development opportunity that you have identified for one of your team in the last year. How did you identify this opportunity? How did you motivate the person to take on this opportunity? Way specifically did you say and do? What impact did this have?
6. What are the major training/development needs of the people who work for you currently (or most recently)? How did you identify these training and development needs? What are they doing about them? What have you done to support them? Why?
7. How do you encourage your team to develop themselves? Give me an example of when you have done this. What exactly did you say and do? What was the result? What skills or knowledge have they developed?

* During sprint everyone is asked to share something on the new technologies

1. Tell me about a time when you have re-enforced company behaviours or competencies to your team. Why was this necessary? What approach did you take? What was the outcome?

* Go green policy company’s goal was to reduce the carbon footprint
* Not switching off the monitors
* It was necessary to align with company goals
* I conducted a workshop and showed them how this small action can contribute towards saving the environment.
* Outcome was team started to switch off the monitor when not in use.