



Leadership & Team Management



FUTURE'PRENEURS
ECONOMIC EMPOWERMENT WORKSHOP



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Agenda

- Understanding leadership & teamwork
- Challenges for virtual team management (communication, technical, mental)
- Tips & tools

Leadership

Activity #1



3 minutes

What words do you want to use when describing your team?

- Write down the words on Google JamBoard in your respective groups

We will focus on One Word in particular



Supportive

Why Delegate



To leverage
expertise

To teach

To allow
yourself to think
big picture

Why Should You Care About Empowering Your Team?



**Increased
productivity**



**Proactive
employees**



**Greater
happiness**

- People need to believe they have a **sense of control over their situation**, or they may adopt “learned helplessness”, where they stop trying¹
- Indeed, **70% of workers do not feel engaged or committed to their employers** – the estimated cost of their apathy is roughly 500 billion USD per year¹

- Employees tend to be **most committed to their organization when they feel their day-to-day work environment is autonomous** and when they trust leaders to “have their back”²
- Feelings of power and the **reciprocal trust in leadership can lead to proactive behaviors**

- 26% of employees were more satisfied in their roles when they held positions of power. Feelings of power translated to **more authenticity and feelings of well-being, which can lead to greater happiness**³

Sources: (1) Monarth, “Make Your Team Feel Powerful”, 2014; (2) Anand, Chhajed, and Delfin, “Job Autonomy, Trust in Leadership, and Continuous Improvement: An empirical study in health care”, 2012; (3) Kifer et al., “The Good Life of the Powerful: the Experience of Power and Authenticity Enhances Subjective Well-being”, 2013

One Frame to Help Us Delegate is “Situational Leadership”

- Situation leadership is adapting your leadership approach to specific situations and people.
- The focus is on the leader to modify behaviour, depending on their direct reports.
- There are four main leadership approaches:

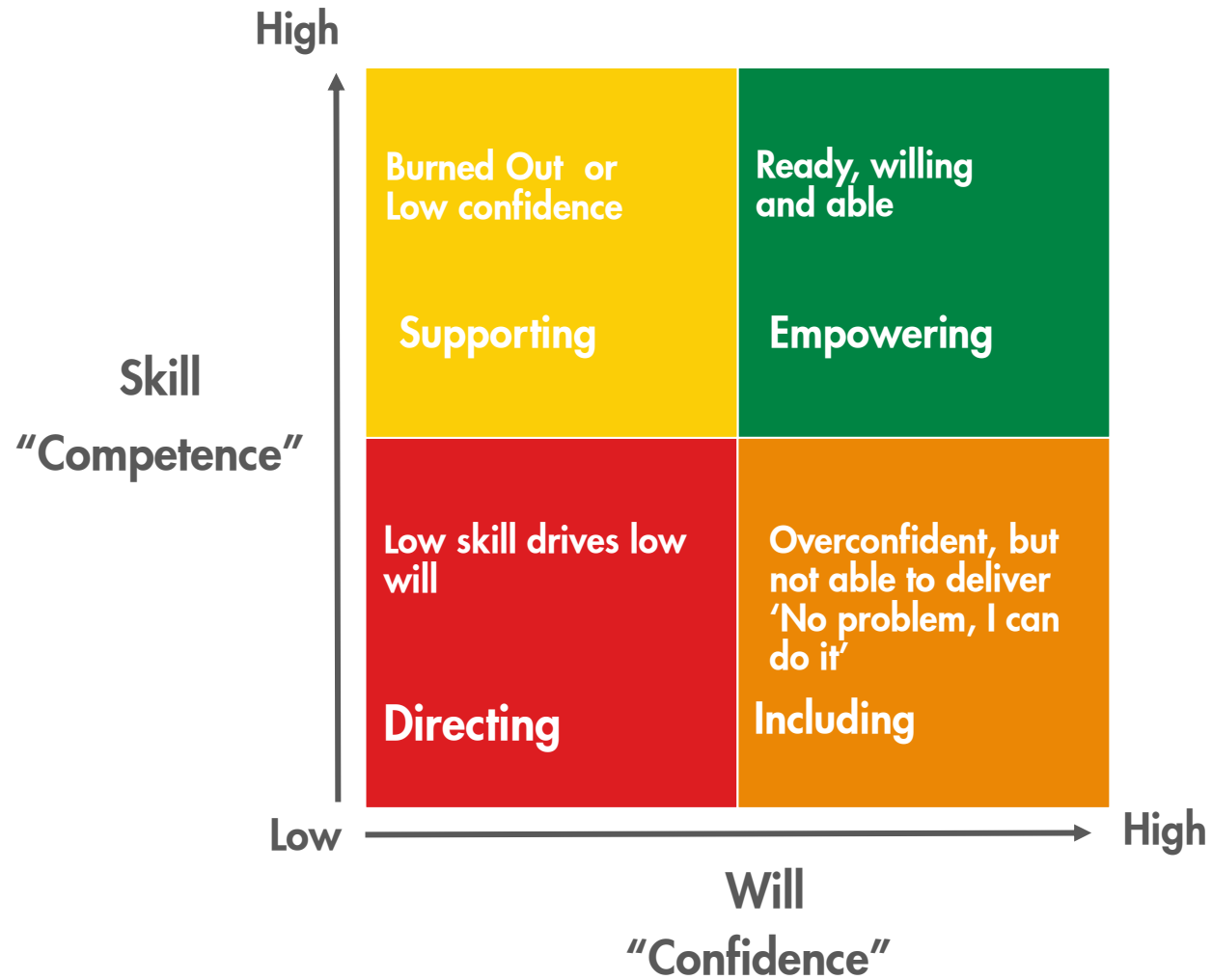
Directing

Including

Supporting

Empowering
/ Delegating

Skill vs. Will



Challenges

Challenges of team management during COVID-19

- Unable to meet face to face
- Miscommunication
- Procrastination
- Lack of ownership of tasks
- Personal issues
- Network connection
- Fear of losing job
- Unable to sustain financially
- Struggle with business continuity



Founders struggle when startups grow and they have to become managers...

Activity #2



5 minutes

What are the challenges you face as a leader or as a team member?

- Please discuss in your respective groups

Tips & tools

Dos and Don'ts When Empowering Your Team



- ✓ **Empower** those who have demonstrated the capacity to handle responsibility
- ✓ **Create a learning environment** in which people are encouraged to grow their skills
- ✓ **Give people autonomy** over their tasks and resources
- ✓ **Take ownership** of your role
- ✓ **Practice active listening** with your team



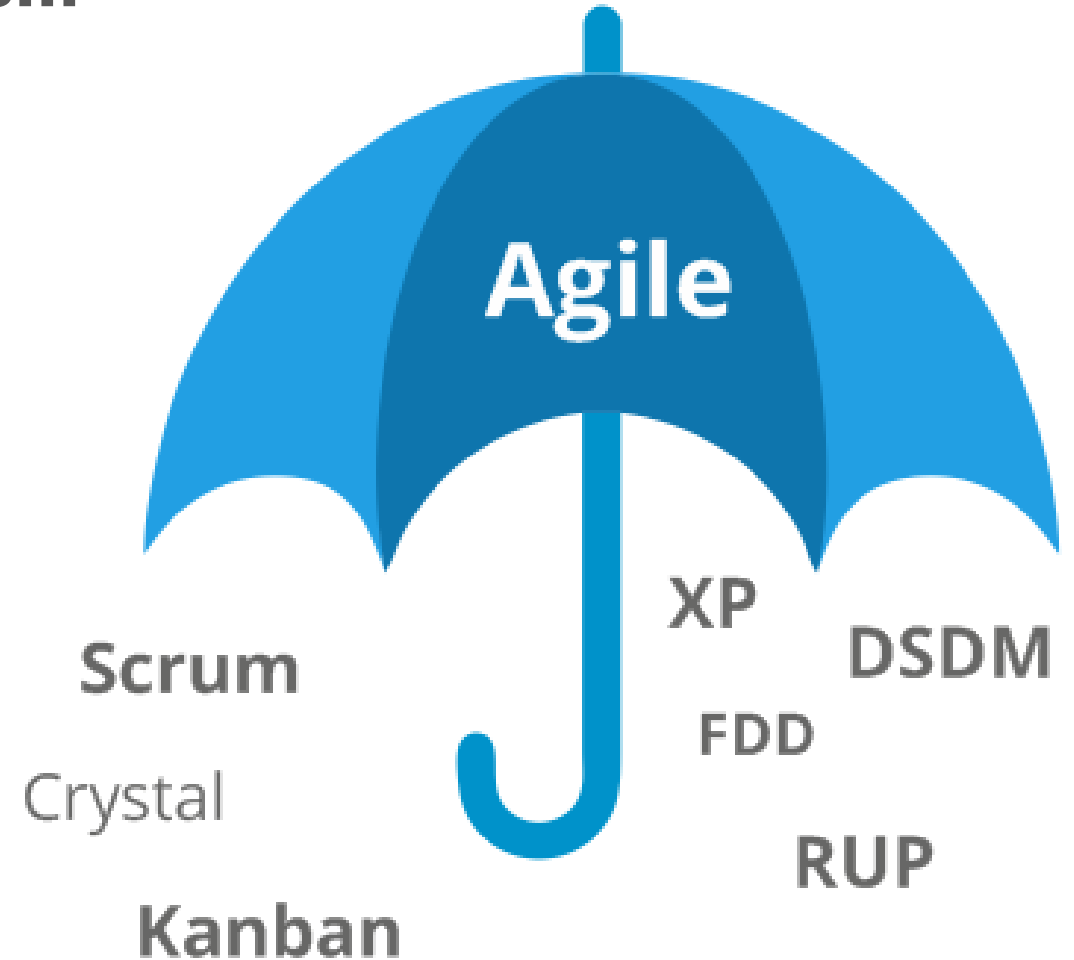
- × **Micromanage** and control all aspects of your team's work
- × **Revert back to old habits during stressful times** (this is when empowering your team can be the most important!)
- × **Second-guess** others' decisions and ideas unless it is absolutely necessary. This undermines their confidence and keeps them from sharing future ideas with you.

Project management tool : Agile Scrum

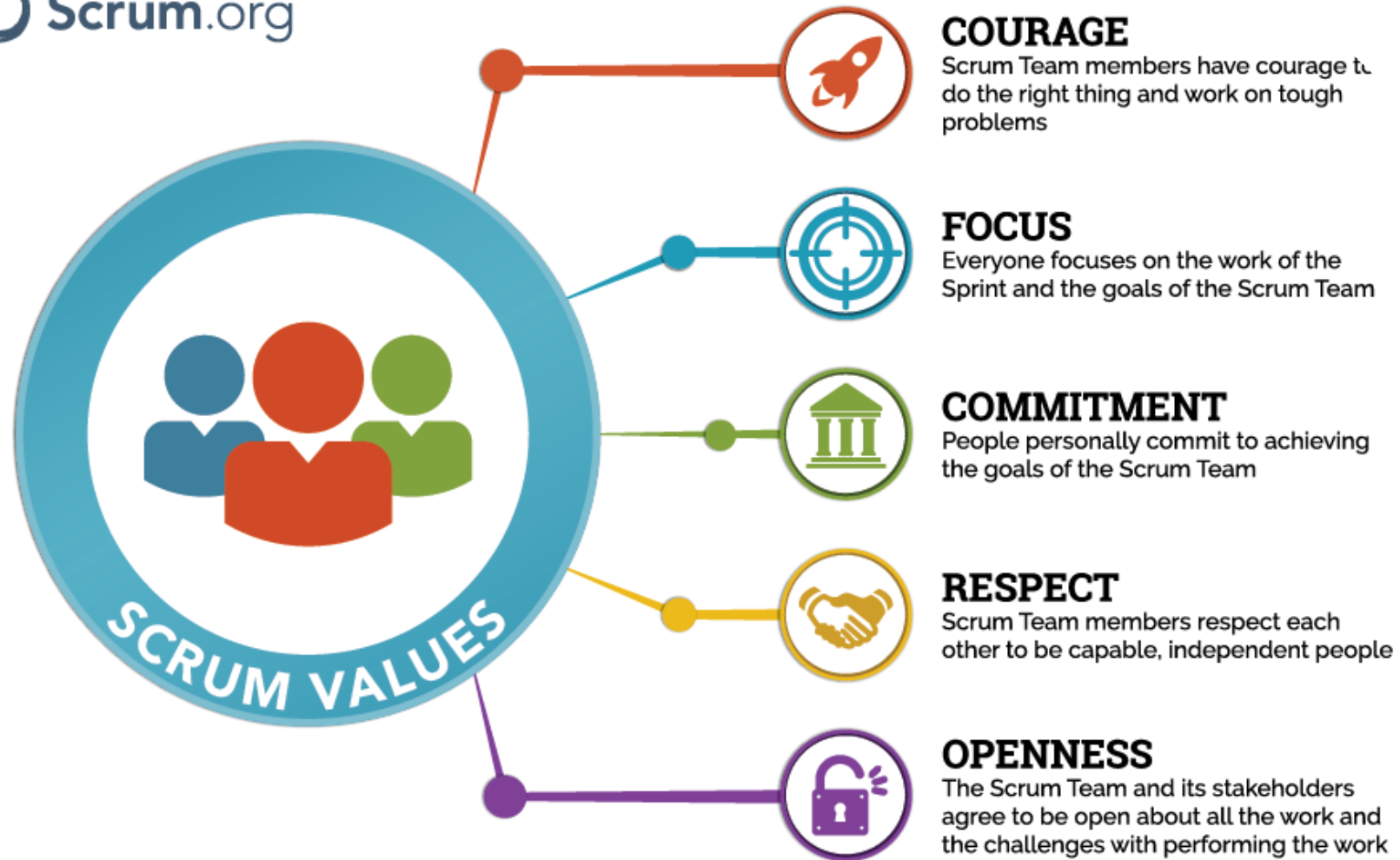
A tool & methodology centered around the idea of the iterative development, where requirements and solutions evolve through **collaboration between self organizing cross-functional teams**

Check these Tools out! They're free for use!

- 1) Chanty
- 2) Slack
- 3) Lark
- 4) Discord
- 5) Mattermost
- 6) Flock



Values of Scrum



How to use: Scrum (Example)

TASK

- Recruit volunteer
- Interview potential partners
- Finish business plan
- Seeking funding

TO DO

- James Jane Jon
- Recruit volunteer
 - Seeking funds

IN PROGRESS

- James Jane Jon
- Finish business plan (31.6)

COMPLETE

- Create social media acc
- Create a Gmail acc

Activity: Scrum



10 minutes

- Write down the tasks needed to do.
- Identify which officers are responsible to do.
- Feel free to customize and add deadline.



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THANK YOU!