

# Leadership

Dobrovolnictví, stáže

**RULES**



**NEBOJTE SE PTÁT  
BUĎTE PROAKTIVNÍ**

# **AGENDA**

Představení AIESEC

Leadership definition

Leadership qualities

LDA

Leadership mladých lidí

Cesta v AIESEC



## **KLÁRA ZBONČÁKOVÁ**

- 1,5 roku člen AIESEC
- Student MU FSS x ESF
- HR Consultant Pharmonia

**LinkedIn**®

**Co je to AIESEC?**

# 120

ZEMÍ A TERITORIÍ

# 2 400

UNIVERZIT

# 40 000

AKTIVNÍCH ČLENŮ CELOSVĚTOVĚ

*powered by*





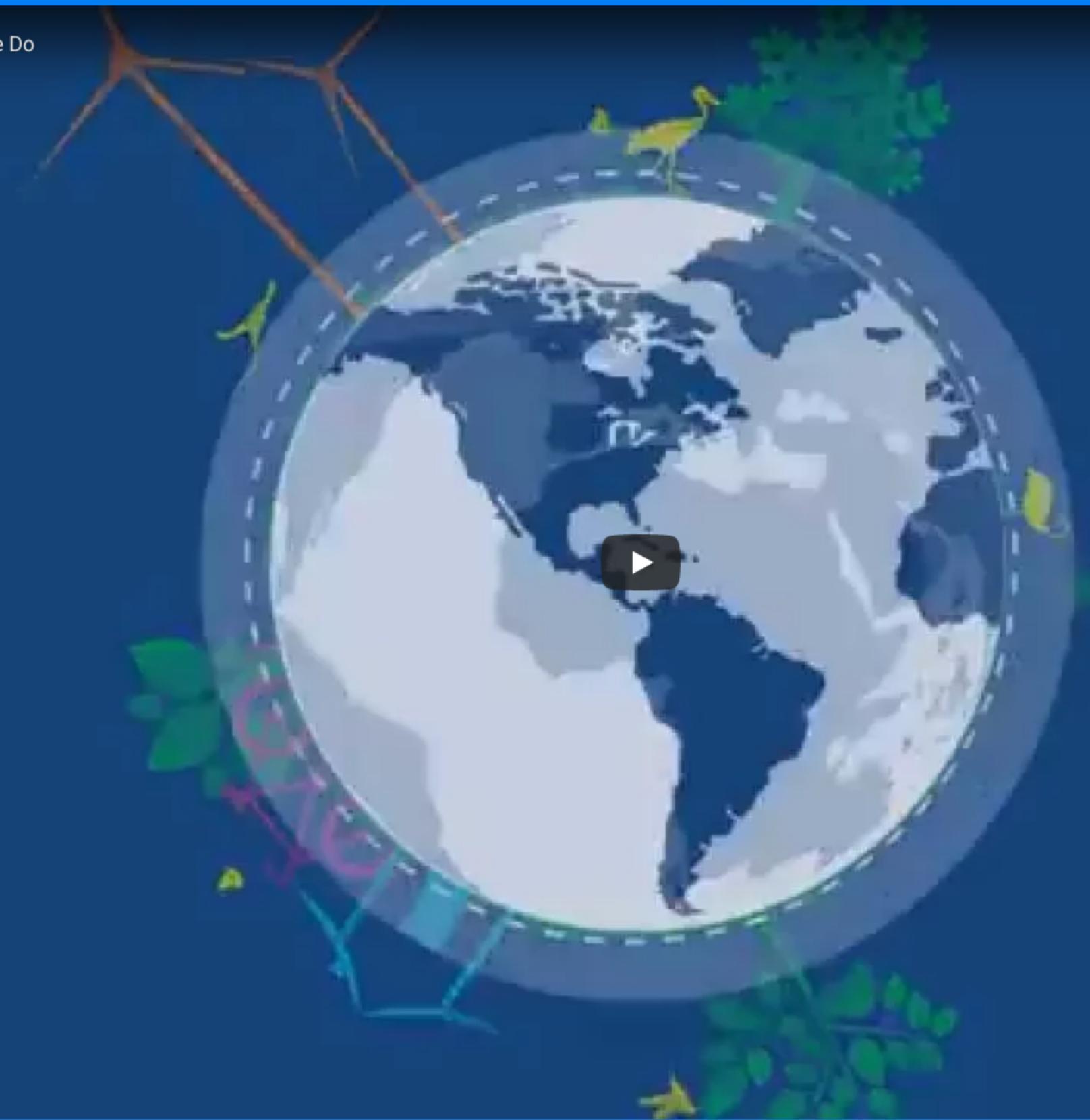
AIESEC - Why We Do What We Do



Watch later



Share



Watch on  YouTube

THE  
AIESEC  
WAY

It all started after the

**SECOND WORLD WAR**

WHEN A GROUP OF  
*Young People*

determined that **cross-cultural understanding**  
was essential to prevent similar conflicts.

WHY

WE STRIVE  
TO ACHIEVE  
*Peace*  
&  
*Fulfillment*  
of  
*Humankind's*  
*Potential*

**Golden circle**

HOW

WE PLACE OUR  
**CONFIDENCE**  
IN  
*Youth*  
AS THE KEY TO UNLOCK A  
**BETTER FUTURE.**

WE BELIEVE THAT  
**LEADERSHIP**  
IS THE  
*Fundamental*  
*Solution*  
AND IT CAN BE DEVELOPED IN ANYONE.

WHAT

WE ENABLE YOUNG PEOPLE TO DEVELOP THEIR

**LEADERSHIP**

THROUGH LEARNING FROM

**PRACTICAL  
EXPERIENCES**

IN

**CHALLENGING  
ENVIRONMENTS.**



CAN YOU IMAGINE WHAT HAPPENS TO THE WORLD WHEN WE

*Engage*  
&  
*Develop*  
EVERY

**YOUNG  
PERSON?**

THIS IS THE QUESTION THAT

**DRIVES US**  
AS WE STRIVE  
TO ACHIEVE  
WHAT WE ENVISION:

*Peace*  
&  
*Fulfillment*  
of  
*Humankind's*  
*Potential*



# Global Talent

**Duration: 6-8 weeks**  
Benefits: accommodation covered, unpaid

## SHORT- AND LONG- TERM PROFESSIONAL INTERNSHIPS

### **Where:**

in corporations, Start-Ups

### **Background:**

Marketing, Sales

Project-management, Business Administration

**Duration: 9-78 weeks**

Benefits: paid, more experience



# CÍLE UDRŽITELNÉHO ROZVOJE



**Co je to leadership?**

TRUE LEADERS  
DON'T CREATE  
FOLLOWERS,  
THEY CREATE  
MORE LEADERS

“Leaders who refuse to listen will eventually be surrounded by people with nothing helpful to say.”

Andy Stanley

**GREAT LEADERS  
ARE NOT  
DEFINED BY THE  
ABSENCE OF  
WEAKNESS,**

**BUT RATHER BY  
THE PRESENCE  
OF CLEAR  
STRENGTHS.**

JOHN ZENGER



# LEADERSHIP

"Leadership is the ability of an individual or a group of individuals to influence and guide followers or other members of an organization."

# COMMON QUALITIES OF A GOOD LEADER

- Communication
- Vision
- Empathy
- Accountability
- Gratitude



# LEADERSHIP DEVELOPMENT QUALITY

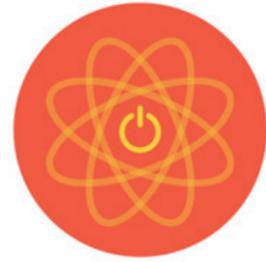


## SELF AWARE

UNDERSTANDS AND LIVES **PERSONAL VALUES**

**FOCUSES ON STRENGTHS** OVER WEAKNESSES

EXPLORES ONE'S **PASSIONS**



## EMPOWERING OTHERS

**COMMUNICATES EFFECTIVELY** IN DIVERSE ENVIRONMENTS

**DEVELOPS & EMPOWERS** OTHER PEOPLE

ENGAGES WITH OTHERS TO **ACHIEVE A BIGGER PURPOSE**



## WORLD CITIZEN

BELIEVES IN THEIR **ABILITY TO MAKE A DIFFERENCE** IN THE WORLD

INTERESTED IN **WORLD ISSUES**

ENJOYS **TAKING RESPONSIBILITY** FOR IMPROVING THE WORLD



## SOLUTION ORIENTED

ADAPTS AND SHOWS **RESILIENCE** IN THE FACE OF CHALLENGES

TRANSMITS **POSITIVITY** TO MOVE FORWARD **THROUGHOUT UNCERTAINTY**

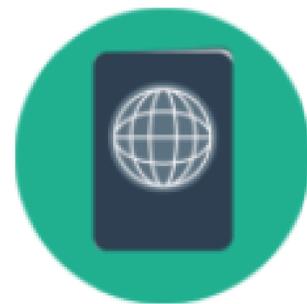
TAKES **RISKS** WHEN IT'S NEEDED



# LEADERSHIP DEVELOPMENT ASSESSMENT

## Zjistíte:

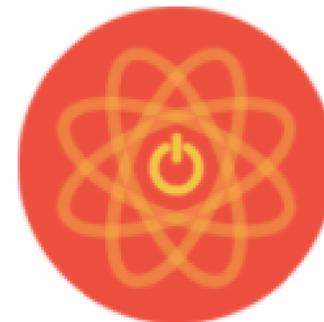
- jakými leadership kvalitami disponujete
- více o sobě a vaší schopnosti sebereflexe



**World  
Citizen**



**Self  
Aware**



**Empowering  
Others**



**Solution  
Oriented**

# WORLD CITIZEN

## LOW (IF TOTAL SCORE IS $\leq 20$ )

**You got to do some serious work in your path of becoming a World Citizen!**

*Based on your responses to the assessment, your scores indicate that you think you don't possess or/and have not developed particular characteristics of a world citizen.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta leave your comfort zone, realize that the world goes beyond your immediate needs, and take bold steps to develop characteristics of a global citizen that is aware of what is going on in the world and enjoy taking an active role in contributing towards making it a better place for everyone.*

## AVERAGE (IF TOTAL SCORE IS $> 20$ AND $< 32$ )

**You got some work to do in the path of becoming a World Citizen!**

*Your scores indicate areas of improvement in terms of the key characteristics of a global citizen. Approximately half of the time you feel that you are a world citizen or at least you feel you are developing yourself as one.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta be more aware of your choices, realize that your work goes beyond your immediate obligations, and take conscious steps to develop characteristics of a global citizen that is aware of what is going on in the world and enjoy taking an active role in contributing towards making it a better place for everyone.*

## HIGH (IF TOTAL SCORE IS $\geq 32$ AND $\leq 40$ )

**You are on your way to become a true World Citizen!**

*Your scores indicate most of the time you feel that you are a world citizen or at least you feel you are developing yourself into one. They also indicate that you are engaged in a self-updating process to become an even better global citizen!*

*You have an idea of what is going on in the world and can see yourself playing an active role in contributing towards making it a better place for everyone. You could be better informed about emerging global trends and develop a stronger image of yourself making a BIG difference in the world.*

## VERY HIGH (IF TOTAL SCORE IS $> 40$ )

**Congratulations, you definitely see yourself as a World Citizen!**

*Your scores indicate that you certainly feel you are a world citizen. They also indicate that you are engaged in a self-updating process to become an even better global citizen!*

*You are aware of what is going on in the world and enjoy taking an active role in contributing towards making it a better place for everyone. Keep up the good work and make sure you share your views on world citizenship with those around you!*

# SELF AWARE

## LOW (IF TOTAL SCORE IS $\leq 20$ )

*You got to do some serious work if you want to become more Self-Aware!*

*Based on your responses to the assessment, your scores indicate that your impression of yourself is far from those of a self-aware person.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta explore more your passions, focus more on your strengths instead of seeing yourself under the light of what you are not good at, and become more conscious of your personal values and the role they play in your life.*

## AVERAGE (IF TOTAL SCORE IS $> 20$ AND $< 32$ )

*You got some work to do if you want to become more Self-Aware!*

*Your scores indicate areas of improvement in terms of the key characteristics of a self-aware person. Approximately half of the time you feel that you are self-aware or at least you feel you are developing yourself as such.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta be more aware of your own strengths and passions; realize that your values are the cornerstone of your every day decisions, and take conscious steps to develop characteristics of a Self-Aware individual that is constantly exploring what wants to achieve in life.*

## HIGH (IF TOTAL SCORE IS $\geq 32$ AND $\leq 40$ )

*You are in the right path to becoming a true Self-Aware person!*

*Your scores indicate most of the time you feel that you are a self-aware person or at least you feel you are developing yourself into one. They also indicate that you are engaged in a self-updating process to become an even more self-aware individual!*

*You have some ideas about key areas of your life such as: what you are good at, what's important to you, and what you are passionate about. These ideas need more clarity and ownership from your side. You could explore more constantly and/or more consistently what you want to achieve in your life. You could have a better picture of your own strengths and capacities to develop a stronger image of yourself as individual.*

## VERY HIGH (IF TOTAL SCORE IS $> 40$ )

*Congratulations, you definitely see yourself as a Self-Aware person!*

*Your scores indicate that you certainly feel you are a self-aware person. They also indicate that you are engaged in a self-updating process to become an even more self-aware individual!*

*You know what you are good at, what's important to you, and what you are passionate about. You are constantly exploring what you want to achieve in your life. Keep up the good work and make sure you share your experiences on becoming a self-aware individual with those around you!*

# EMPOWERING OTHERS

## LOW (IF TOTAL SCORE IS $\leq 20$ )

***You got to do some serious work if you want to be able to effectively Empower Others!***

*Based on your responses to the assessment, your scores indicate that your impression of yourself is far from those that are able to effectively empower others.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta improve the way you effectively and clearly communicate messages, engage in meaningful conversations and co-create spaces of collaboration that empower others to take action.*

## AVERAGE (IF TOTAL SCORE IS $> 20$ AND $< 32$ )

***You got some work to do if you want to be able to effectively Empower Others!***

*Your scores indicate areas of improvement in terms of the key characteristics of a person that is able to empower others. Approximately half of the time you feel that you are capable of empowering others or at least you feel you are developing that characteristics.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta be more assertive and clear in your communication; realize the role that meaningful conversations have in the process of empowering others, and take conscious steps towards being able to co-create spaces of collaboration that empower others to take action.*

## HIGH (IF TOTAL SCORE IS $\geq 32$ AND $\leq 40$ )

***You are in the right path to becoming a person that is able to effectively Empower Others!***

*Your scores indicate most of the time you feel that you are able to empower others or at least you feel you are strongly developing that ability. They also indicate that you are engaged in a self-updating process to become even better at doing so!*

*Most of the time you are able to communicate*

*ideas clearly; you could improve the way you craft your messages in order to make sure what you say is coherent with what you are trying to convey. You definitely enjoy engaging in meaningful conversations with others and you could do this more often and consciously. You are also strongly developing the capacity to co-create spaces of collaboration that empower others to take action, something that you can take to the next level.*

## VERY HIGH (IF TOTAL SCORE IS $> 40$ )

***Congratulations, you are definitely capable of Empowering Others!***

*Your scores indicate that you certainly feel you are able to empower others. They also indicate that you are engaged in a self-updating process to become even more skilled in the art of empowering other people!*

*You are able to communicate*

*ideas clearly, engage in meaningful conversations with others, and co-create spaces of collaboration that empower others to take action. Keep up the good work and make sure you use your skills to foster more leadership and not to create more followers!*

# SOLUTION ORIENTED

## LOW (IF TOTAL SCORE IS $\leq 20$ )

*You got to do some serious work if you want to become a Solution Oriented person!*

*Based on your responses to the assessment, your scores indicate that your impression of yourself is far from those of a solution driven person.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta start seeing the positive side of things more often rather than not in the light of a more optimistic attitude towards life in general. Starting giving more credit to your own capacity to make a difference and have power over circumstances is a key area of further development based on your responses.*

## AVERAGE (IF TOTAL SCORE IS $> 20$ AND $< 32$ )

*You got some work to do if you want to become a Solution Oriented person!*

*Your scores indicate areas of improvement in terms of the key characteristics of a person that is driven by solutionness. Approximately half of the time you feel that you are capable of being solution oriented or at least you feel you are developing that quality.*

*The good news is you have a huge range of opportunities in AIESEC to consciously work on them! In order to take advantage of these opportunities, you gotta start seeing challenges and risks as a ways of growing and not as obstacles, and that is key in your further development. Fostering your capacity to stand back up after every failure or shortcoming is also a key area for you to pay attention to.*

## HIGH (IF TOTAL SCORE IS $\geq 32$ AND $\leq 40$ )

*You are in the right path to becoming a truly Solution Oriented person!*

*Your scores indicate most of the time you feel that you are driven by solutions or at least you feel you are strongly developing that quality. They also indicate that you are engaged in a self-updating process to become even better at focusing on solutions over problems!*

*Most of the time you come up with solutions to challenges; however you could improve your flexibility as well as your readiness to take on risks. You could improve in your resilience and overall capacity to stand back up faster every time you face a shortcoming, something that can take you to the next level.*

## VERY HIGH (IF TOTAL SCORE IS $> 40$ )

*Congratulations, you are definitely Solution Oriented!*

*Your scores indicate that you certainly feel you are driven by solutions. They also indicate that you are engaged in a self-updating process to become an even more solution oriented person!*

*You always come up with solutions to challenges. You are flexible and always ready to take the necessary risks. Every time you fall you always stand back up. Keep up the good work and make sure you use your capacity to generate solutions in a way that has a meaningful and positive impact!*

# Leadership mladých lidí

## STÁŽE

- v neziskovkách, studentských spolcích
- zahraničí x doma

## PRÁCE, BRIGÁDY

- i v nejobyčenejší práci využijete leadership
- výhoda angažování v NO

## KURZY, WORKSHOPY, KNIHY

- seberozvojové aktivity
- online workshopy, webináře
- knihy



# Leadership mladých lidí

LinkedIn

Google



Education.cz

interns.cz



StartupJobs

#HolkyzMarketingu

#suHK



czechitas



KARIÉRKO.CZ

# Moje leadership zkušenost



## **1. TERM**

Sales newbie



## **2. TERM**

Sales TL



## **3. TERM**

Business  
Development



# AIESEC BRNO



# Členství x stáže



# Členství

- **23. 8.** otevírání přihlášek do AIESEC
  - 1 term
  - spousty různých oblastí
  - motivování lidé
- Assessment Centrum



# PŘES 85 %

Počet studentů, kteří se rádi zapojí do advokačních aktivit



# JEN 11 %

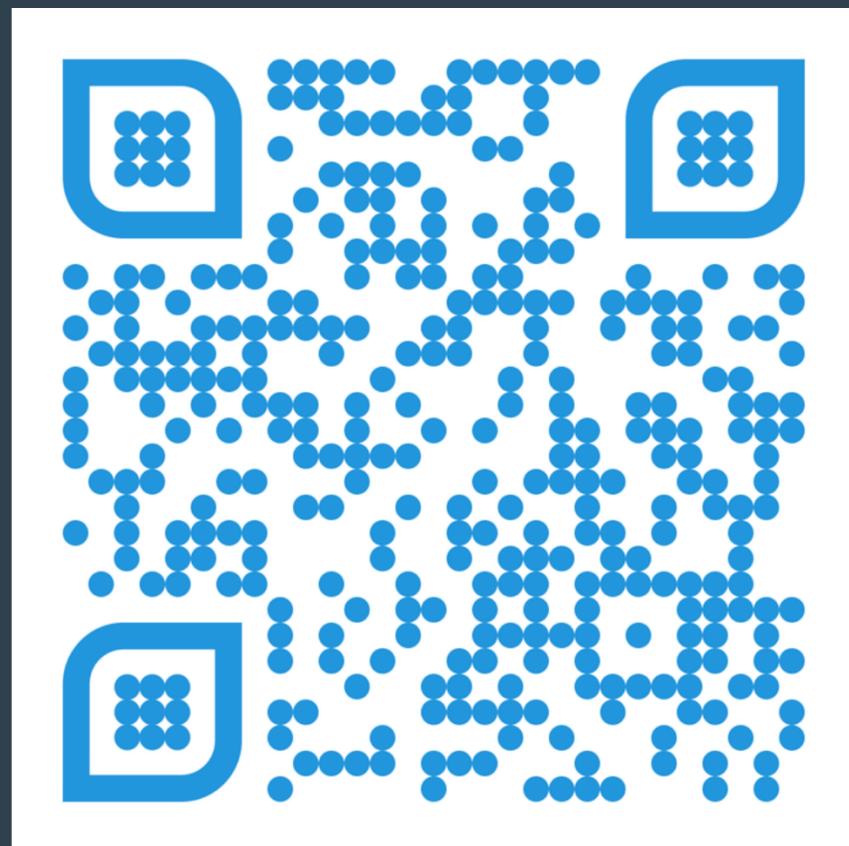
Se opravdu zapojuje



# OTÁZKY?

# DĚKUJI ZA POZORNOST!

QR AIESEC CZ



QR SYMPOSIUM

