

AIESEC DUT Local Committee

Team Leader Application Form

For 2012 Autumn Semester



LEAD

Global leadership development program

LearnEngageActivateDeliver

Welcome to AIESEC DUT 2011 Autumn Semester TL selection!

Team Leader Candidate Pre-application Agreement

Dear TL candidates,

Since the Team Leader is a quite vital position in this organization, which can benefit you for a rapid improvement of leadership capacity and make a huge impact on the development of AIESEC DUT in future, there are some items for you to pay attention and make an agreement at the start of your application:

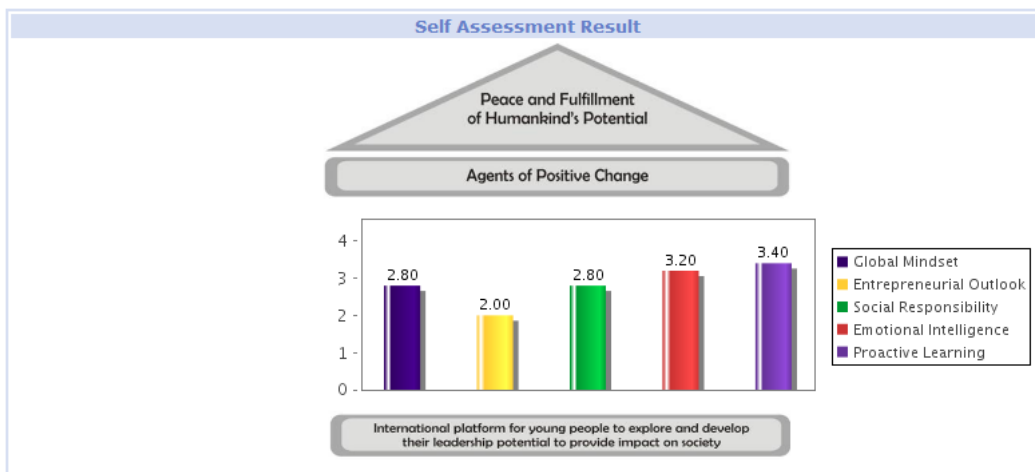
1. Lead the team to achieve the goal excellently and care about the member healthy and sustainable development.
2. Participate AIESEC conferences actively (including LC Meeting, RIC, NLDS).
3. Have enough commitment in AIESEC work. The working hours should be at least **20 hours** per week. The team meeting should be held regularly. In addition, have constant connection with VP. If the Team Leader leave the team for a week or even more, the Team Leader will be fired through the EB Team permission. Another TL selection shall be held in one week.(not including special situations, such as heavy illness, examinations, etc)
4. **Work till the winter national conference in January, 2012.** Otherwise the Team Leader will lose the eXchange opportunities (not including special situations, such as heavy illness, etc).

All the candidates are seen as having agreed with the items and willing to obey them during the term. Please take this agreement seriously. **Please do print this paper and bring it with you on the speech day on June 26th.**

Team Leader Signature (Chinese+English)

Attention:

- The application form should be sent to: aiesecdut_1213@googlegroups.com
And with the title: **[TL Application Form]姓名_申请职位**
e.g. **[TL Application Form]谷青子_TM Coordinator**
- **DDL: June 17th 23:59 GMT+8**
- Please do the Global Competency Assessment Tool at myaiesec.net
<http://www.myaiesec.net/userallcompetency.do?operation=getAllProfile>.
Please send me the screenshot of your result and add it at the end of this application form.



- All the questions below could be answered in both Chinese and English.

Good Luck😊

General Information

Chinese Name	张安瑾
Current Position	TM LTT manager
Date of Birth	93.04.19
E-mail	zhanganjin.dalian@gmail.com
Tel No.	15998623984

AIESEC eXperience

- Please list all your AIESEC experience (including exchange, leadership positions, function work, etc.)

Date	Position	Experience
<u>2011.09-2011.12</u>	<u>ICX IT Memeber</u>	
<u>2012.1-2011.06</u>	<u>ICX Function Director</u>	
<u>2012.2-2012.3</u>	<u>CI OC</u>	
<u>2012.4-2012.6</u>	<u>LTT Manager</u>	

- List all the AIESEC conferences/meetings you have attended

Year	Conf.	Country/Location	Your Role (Delegate, Chair, Facilitator)
2011	RIC	Beijing	Delegate
2012	RIC	Tianjin	CD
2011	MIC	Dalian	faci

Questions

- why have you decided to run for TL of AIESEC DUT?:

- For a further AIESEC way development
- Especially longing for leadership experience
- Pure motivation to benefit DUT more

2. According to your own understanding, what's the role of team leader? What are the responsibilities of team leader? Why do you think you are capable to take these responsibilities?

It will be a real new start to a personal leadership way, connecting us firmly with AIESEC and calling on us to fight for a better development of human potential. It's essential for a function development and like a backbone to impulse process of LC.

A pioneer of a team, working efficiently in organizing a group of people, a role model in driving function task and leading them successfully to promote core products, facilitating members to have a better experience, creating an optimistic atmosphere inside function, coordinating with VPs TLs mbrs in order to build a unique and professional culture.

I've considered this question in a long time, no matter what will I going through, ready for it.

3. Please list out your 3 strengths of personality which you believe can make you suitable as a team leader of AIESEC DUT. Please list out your 3 weakness of personality which would have bad impact if you were selected as a team leader of AIESEC DUT, and how you will ensure that they will not be a problem.

3 strengths:

- ◆ I have a positive attitude towards work, be good at discovering the positive side of people, things and the environment. So I know how to motivate the whole team and give them a wonderful help.
- ◆ I'm sincere, confident and careful, good at enlighten others. Responsible, caring, and I have strong willing to do relative work, especially I love this kind of work, this function and AIESEC DUT.
- ◆ I'm a really quick and modest learner, a deep and wide thinker, introspect myself frequently, who can really benefit the function in long term.

3 weaknesses:

- ◆ Sometimes I'll be too crazy to focus on details, not universal. Maybe it will push me to enrich every detail of the work, but may go astray
- ◆ Sometimes too emotional to work toward disgusting things. I've tried my best to improve it already and works, I'll persistently avoid it.
- ◆ Lack of related experience and may feel stressful to do things. Keeping learning new things and to make myself stronger.

4. Please do a SWOT analyze of the development of this Function in the next term.

Strength:

- ◆ Basic TM database have been established by old generation, to preserve this and give more functional support to LC members, like training or experience sharing
- ◆ Constructing a positive culture, a well-bonded environment for mbrs and foreshadowing a longterm development of them.
- ◆ Tracking manager's work and improving their working quality will be firmly practice , I'll also implement humanistic management.

Weakness:

- ◆ Current cooperation between functions maybe not enough, they work separately
- ◆ Complicated and trivial daily work maybe occupy the most time, low efficiency in working and low quality
- ◆ Without NTT supported and more MC helps

Opportunity:

- ◆ Current LC give our function more space to practice some new product

Treats:

- ◆ Multiple detail things maybe disordered in a short time, but I'm willing to work all it out
- ◆ Low quality training cannot lead a sustainable development
- ◆ Manager's quality may also drive the function in different way

5. What's your plan for this team in the next term? Please write down your goal(s) and your strategies to achieve your goal(s). hinder your team development. (please attach your team timeline and pipeline if possible)

Plan:

1. Mentorship program promotion and management
 - Goals: every new baby in LC have a specific mentor for consulting
 - Strategy: set a good session in welcome party and explain the program clearly
 - Hold mentorship activities in terms, at least 2
2. LTT
 - Goals: 2 round of training
 - Strategy: select manager in the beginning
 - Arrange pertinence training for manager and review it
 - Rebuild Tracking system and rules
3. Information management
 - Goals: current members information collecting list and deeper understanding in their development
 - Strategy: member information collecting list in the beginning
 - Coffee time or bar time for member to get more acquaintance

6. Please do SWOT analysis for member selection of AIESEC DUT, and give me your plan for 2012 autumn member selection.

SWOT analysis

Strength:

- ◆ Online promotion arouse a lot attraction

Weakness:

- ◆ Offline promotion especially teach-in doesn't play well
- ◆ Low quality of interviewer
- ◆ Low quality of recommendation

Opportunity:

- ◆ Freshmen in every school open a big market and new about our product

Treats:

- ◆ Difficult situation in the relationship of DUFE
- ◆ Timeline is stressful

Plan

Goal : 400 applications

Strategy: oc announcement in the end of July

Online promotion start from August

An AIESEC day activity involve lots of people

Mini sharing and online sharing more than 3 times

7. please give me your plan of LTT program(including priority, strategy, KPI, timeline and other messages necessary)

Priority: quality

Strategy: longtime recruitment start from holiday

Give specific training for them

Review it

KPI: 2 week preparation

More than 7 attendance

A report analysis

SWOT analysis

Accomplish tracking system

Timeline : recruitment start from 8

One training before 10

Another training before 11

8. please show me your plan for AIESEC in 2 years and your plan for daily life in 5 years.

AIESEC 2 years plan

1. TM member education team team leader

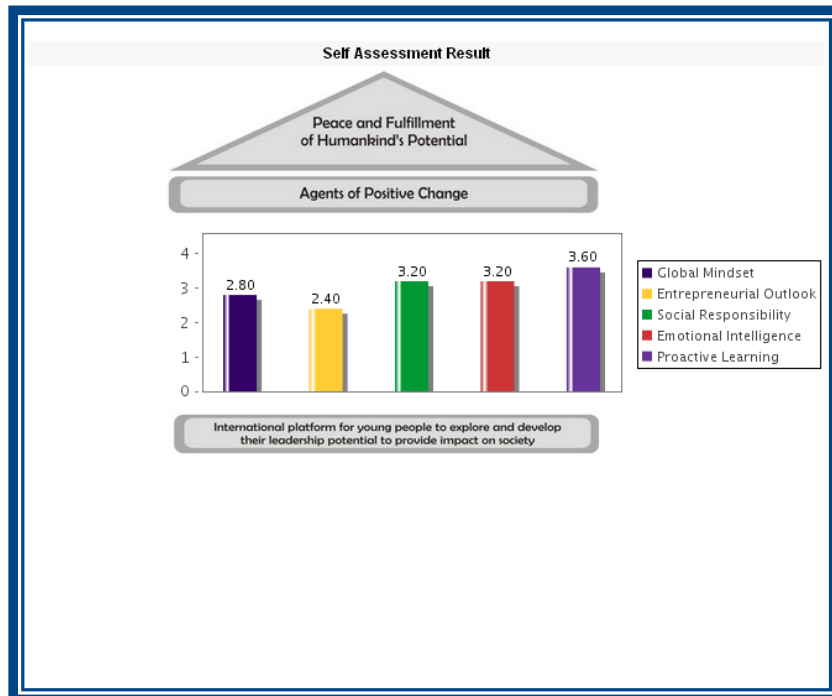
2. VP TM successor

Life 5 years plan

1. A further study in UK especially in Human Resource

2. A internship in multinational corporation

Your Global Competency Assessment Tool Result HERE!



Thank you for your application 😊