



Week 6

What went well?

The progress I made; what was achieved and done

It's the final week of the leadership development project. On Monday we had a large collection of all the tetra paks that Nidaria had with Promesa's truck. After that, we visited the recycling centre of the Grupo Promesa and learnt about a more systematic way of trash classification and the potential use of different categories.

At the closing event on Thursday, we presented the outcomes of our project. Things went quite well overall – we got around 10 coffee shops on board, and we're discussing with 20 more. We also successfully partnered with Nidaria. This partnership has added value to our project. Our hard work and teamwork made all this possible.

What could have been done differently?

Things that did not get done and/or could be changed

Reflecting on our journey, there are a few aspects that might have been approached differently. For instance, we encountered a hiccup on Wednesday, which was meant to be the collection day. Unfortunately, no volunteers completed the necessary form, resulting in the collection not taking place as planned. This situation sheds light on a

potential area for improvement: maintaining our volunteers' motivation and responsiveness.

What did I learn about myself when working with others?

Contributions, behaviours and values I exhibited

Firstly, I've realised that I possess a higher level of confidence than I initially believed. This confidence has become evident, particularly in situations that require public speaking. Comparing my abilities now to the beginning of the program, it's clear that I've grown more skilled in addressing groups and delivering speeches effectively. I've also recognised an area for improvement – maintaining consistent engagement with others.

What did I learn about leadership?

Leadership attributes and insights I developed

Leadership goes beyond just being confident and skilled in public speaking – it involves the ability to motivate and engage a team effectively. I've realized that while I may have developed my confidence and communication skills, there's a need to focus on maintaining engagement with others, particularly volunteers and team members.

Effective leadership requires understanding the strengths and weaknesses of team members, actively involving them in decision-making, and creating an environment where everyone feels valued and motivated. It's about fostering a sense of ownership and collaboration, which can be achieved through regular check-ins, acknowledging contributions, and addressing concerns promptly.

I've also learned that leadership is an ongoing journey of self-improvement. By recognizing my strengths and areas for growth, I can continue to develop into a more effective leader who not only speaks well in public but also excels in guiding and engaging a diverse group of individuals toward a common goal.

What do I want to develop or focus on next?

What I still need to develop

First is engagement skills. I need to strengthen my ability to keep others engaged. This involves active listening, clear communication, and ensuring that everyone's input is valued and integrated into the decision-making process. Second, I need to create a feedback loop with my team and volunteers. Regularly seek feedback on leadership and program execution. This will help me identify areas for improvement and ensure that I'm meeting the needs of those you're working with.