



Aalto University
School of Science

Junction Leadership Experience 2020

TU-E3161



Leading at Junction – Opening workshop

23.9.2020 4 – 6.30 pm, Zoom

Tuukka Kostamo

JUNCTION

Today's agenda

- Opening and introduction
- Junction as a leadership context
- Good leadership in Junction – what is it like?
- You as a leader in Junction – personal vision
- Preparation process towards the event
- The Junction Leadership Experience –course
- Closing and next steps



Your experience & motives

Anybody volunteered in Junction or in similar events before?

As a team/group lead?

As a volunteer?

Why did you join this year? Why team/group lead? Have a discussion in groups of three



Tuukka Kostamo

PhD student, DIEM and AVP

- Leadership, agency

Coach at Filosofian Akatemia Oy

Focus on communication and interaction

- Research and development programs
- Coach
- Teacher



AALTO VENTURES PROGRAM (AVP)

**AALTO
VENTURES
PROGRAM**

We provide Aalto students with the inspiration, capability and network necessary to build new scalable businesses.

Our Mission

We provide Aalto students with the inspiration, capability and network necessary to build new scalable businesses.

Our Strategy

By 2020, we will be a European leader in entrepreneurship education, thanks to an active community of graduates, practitioners and academics who share a passion and interest in entrepreneurship and innovation, and who are keen to share their expertise and knowledge with others.

AVP Minor

The AVP Startup minor is targeted for those who see themselves as future entrepreneurs. Completing the minor will provide you an experience where you learn practical 'street smarts' for starting new ventures or joining a startup as an early employee.

<http://avp.aalto.fi/>

Junction as a leadership context

Understanding the context

Generate a list of characteristics. How is Junction as a leadership context? What are the special requirements for group and team leads, and the core team?



Junction leadership principles

Tasks of a manager/management – some considerations

Ensuring the mutual sense of purpose – why the job is important?

Ensuring the mutual understanding of the goals – what should be achieved?

- *A manager's job is to integrate the efforts of individuals to serve the primary task and purpose of the organization*

Ensuring sufficient preconditions for the job performance

- *Availability of information and knowledge needed*
- *Appropriate ensemble of skills and competences, quality and quantity*
- *Availability of tools, systems, workspaces, materials*
- *Appropriate empowerment and work share*
- *Working internal and external relationships, and social practices*
- *Timely and appropriate decisions*
- *Removal of disturbances and hindrances*

Tasks of a manager/management – some considerations

Agreeing the performance and actions needed – who is doing what and when?

Ensuring timely feedback and evaluation – how do we know if we have succeeded?

Ensuring continuous development

- *processes, competences, relationships & collaboration, ways of working, systems...*

Taking care of the boundaries – primary task, time, place, values

Acting as a “container” – encountering the emotions

Taking care of inclusion and the sense of belonging

About leadership

- Leadership is a **collectively and relationally constructed** phenomenon that **emerges within a context** interactionally and reciprocally – all parties involved have an impact (“**there is nothing you alone can do to be a leader**”, Hersted & Gergen (2013))
- Leadership can be viewed as a **systemic and relational phenomenon** that contribute to emerging of common **direction, alignment and commitment** within a team/organization (Drath et.al 2009)
- Leadership is primarily a **collective phenomenon** but those in charge are expected to **take initiative** and active role in furthering of collective action and **mutual meaning making**. Success depends on **how others will respond** and agree on coming along.

You as a Junction leader

You as a Junction leader

What would you like/wish that your team members will tell about you as a leader after the Junction experience?

Write down your main points.

Share your visions



Junction preparation process & Junction Leadership Experience

About the course

- The course is aimed to all Junction Hackathon team and group leads to support their preparation for the event and to enable more profound learning from a unique experience of leading a temporary team of volunteers
- The course is integrated and embedded into the preparation process of the Junction event. The workshops and course events are planned to support both collective and individual preparation.
- The course will familiarize the participants with the essentials of the team dynamics and leadership especially in temporary team context, and deepen their learning from their own experiences as team leaders.
- The course consists of workshops, practical and scientific articles on team building and leadership, and personal essays.
- The participants can choose between one, three and five credit versions of the course

Course workshops

Opening workshop: Leading in Junction

The first assignment & essay

23.9. at 4 – 6.30 pm (Zoom)

DL 7.10. (3 & 5 cr students)

DL 18.11. (1 cr students)

II workshop: Building Team Spirit

The second assignment & essay

7.10. at 4 – 6.30 pm (TBD)

DL 29.10. (3 & 5 cr students)

III workshop: Preparing for the event

Junction Hackathon event

The third assignment & essay

29.10. at 4 – 6.30 pm (TBD)

6.-8.11.

DL 18.11. (3 & 5 cr students)

IV workshop: Wrapping the Experience

The final assignment & report

18.11. at 4 – 6.30 pm (TBD)

DL 15.12.

Group assignment

DL 9.12. (5 cr students)

V workshop: Strategic leadership in Junction **9.12. at 4 – 6.30 pm (TBD)**

Course requirements

One Credit (1 cr)

- Participation to at least three Junction Leadership Experience workshops
- Taking notes and recording the key experiences during the preparation and the Junction event
- Asking feedback from team members
- Writing a short reflective summary (2-3 pages) of the personal leadership experiences

Three Credits (3 cr)

- Participation to at least three Junction Leadership Experience workshops
- Taking notes and recording the key experiences during the preparation and the Junction event
- Writing three essays
- Review of three articles
- Participation to peer-reflection process – three meetings

Course requirements

Five Credits (5cr)

- Participation to at least three Junction Leadership Experience workshops
- Participation to one additional workshop for credit participants (December)
- Taking notes and recording the key experiences during the preparation and the Junction event
- Writing three essays
- Review of six articles
- Participation to peer-reflection process – three meetings
- Group assignment

Peer coaching exercise

The three and five credit version of the course contains a peer coaching process in groups of three. The coaching process consists of three peer group meetings. The coaching process is

- To support each other in preparation for the Junction event and in learning from the leadership experience
- To get an experience on supportive and appreciative peer discussions
- To exercise the primary helping skills –listening and inquiring appreciatively

Two of the sessions must take place before the Junction and one after. Each session will have a special topic and instructions will be given to each session.

Next steps

Next steps

- Enroll to the course if you have not done that yet
- Continue your recruitment process
- Next mutual workshop 7.10 at 4-6.30 pm
- For those taking 3 or 5 cr version of the course, start the peer groups and preparation essays (instructions in MyCourses)

