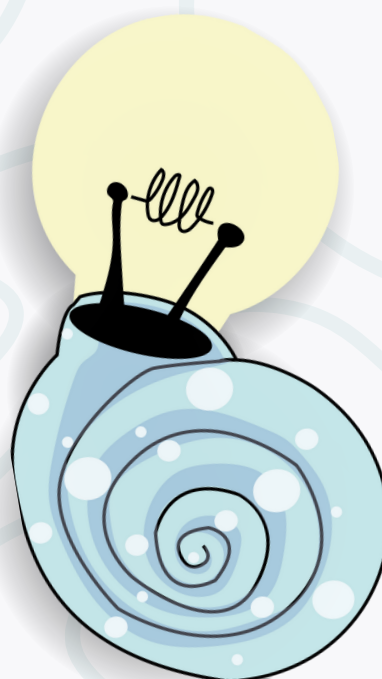




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A.R.C. ASSOCIATION

Digital Lead(E+)rs



Digital Lead(E)rs+ is a youth exchange project funded by the European Commission through Erasmus+ program. In this project there were 47 participants from 5 countries - Turkey, Latvia, Romania, Italy and Hungary. The project took place in Vatra Dornei, Romania. It's a small city surrounded by nature and mountains. The city is located in the Bucovina region that back in time played a border role between Austro-Ungaria and Romania, and you can still see the influenced architecture from that time.

1 In this project participants had the chance to get new competences about digital tools, the use of them and they got to know more about how to be a good leader. With the use of workshops, teamworks and educational games all of the participants developed their skills in the field of leadership, digital tools, public speaking, critical thinking and teamwork.



This project was divided into 3 major parts - the introduction, where all of the participants got the opportunity to meet and to get to know each other better through non-formal games. In this way we managed to create good group cohesion.

In the second part we entered step by step the “topic of the project” and we started to work in mixed teams and national teams to develop our knowledge regarding the topic. Here we made presentations, exchanged ideas, developed new tools and participated in interactive activities.

The third part was about making the final results that includes movie making, digital tool development for leadership and creating the guide of this project. Also this part included dissemination where we started to promote our results and shared our emotions on our personal social media.

As we said above, this project was funded by the European Commission through Erasmus+ program that started in 2014 and has as a mission to support through lifelong learning, the educational, professional and personal development of people in education, training, youth and sport in Europe and beyond.

Why Creativity Matters

Fuel for Innovation 🚀:

Creativity is the driving force behind innovation. Leaders who foster a creative environment empower their teams to think outside the box, leading to groundbreaking solutions and advancements. Encourage team members to participate in hackathons or innovation challenges, drawing inspiration from Google's "20% time" policy.

Key to Effective Problem Solving 🧠:

Creativity enables leaders to approach challenges with a fresh perspective. It encourages thinking beyond conventional solutions, paving the way for more effective problem-solving strategies. Implement design thinking workshops inspired by IDEO's approach, emphasizing empathy, ideation, and prototyping.



Differentiating Good from Bad Leaders

Visionary Leadership ✨:

A good leader is effective, but a great leader is visionary. Creativity allows leaders to envision possibilities, set ambitious goals, and inspire their teams to reach new heights. Learn from Elon Musk's leadership at SpaceX, setting long-term goals to drive innovation in rocket technology and space exploration.

Adaptability to Change 🔄:

In the ever-evolving business landscape, adaptability is crucial. Creative leaders thrive in change, turning uncertainties into opportunities for growth and innovation. Follow Netflix's agile approach, iterating on its streaming service based on user feedback and rapidly adapting to changing viewer preferences.

Tools to Develop Creativity

Diverse Perspectives 🌈:

Encouraging a variety of viewpoints fosters creativity. A diverse team brings together different experiences and ideas, creating a richer pool of insights that can lead to innovative solutions. Emulate Apple's Supplier Diversity Program, fostering a network of minority-owned businesses to bring varied perspectives into the supply chain.

Brainstorming Sessions ☁️:

Scheduled brainstorming sessions provide a structured platform for team members to share ideas freely. This collaborative approach sparks creativity and encourages the generation of novel concepts. Draw inspiration from IDEO's legendary brainstorming sessions, employing techniques like "brainstorming rules" and "crazy eights."

5



Fostering a Creative Culture:

Open Communication

Establishing open communication channels empowers team members to express their ideas without fear of judgment. This inclusivity fosters an environment where creativity can flourish. Adopt Zappos' "All-Hands" meetings, promoting transparency and encouraging open communication about challenges and successes.

Support for Risk-Taking

Creativity often involves taking risks. Leaders should create a supportive culture that acknowledges and encourages calculated risks, as they can lead to groundbreaking innovations. Embrace Amazon's "Day 1" philosophy, encouraging risk-taking and innovation while learning from failures.

LEADERSHIP

WHAT IS THE LEADERSHIP?

Leadership is a set of behaviours used to help people align their collective direction, to execute strategic plans, and to continually renew an organization.

SKILLS OF LEADER

Discipline
Public Speaking
Organization
Ability to Follow Plan
Supervisory
Open Minded
Technical Knowledge
Interpersonal Skills

TYPES OF LEADERSHIP

1. Autocratic

In autocratic leadership, leader makes all decision on behalf of the team without teaking any input or suggestions from them.

2. Democratic

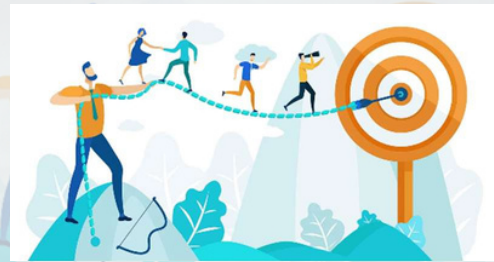
A democratic leadership style is where a leader makes decisions based on the input received from team members.

3. Trasformational

Transformational leadership is all about transforming the business or groups by inspiring team members to keep increasing their bar and achieve what they never thought they were capable of.

4. Laissez-Faire

The "let them be" style of leadership entails that a leader steps back and lets team members work without supervision and free to plan, organize, make a decisions, tackle problems, and complete the assigned projects.



FEEDBACK

Feedback is a information about reactions to a product, a person's performance of a task, etc. which is used as a basis for improvement.

- Evaluative feedback:

negative and positive:

- **Prescriptive feedback:** what you should do is... (like an advise)

- **Descriptive feedback:** use the DASK method (personal)



Digital Tools

Padlet has been a great companion in this amazing project. It was very helpful and handy for regular day work, submitting photos, documents and movies.

We also used **Actionbound** which was a great experience for team building events and taught us how to solve problems together. An amazing app for teaching outside, exploring new areas and creating engaging investigating events.

Flipgrid was also a tool we found exciting and interesting for learning and practical work with media. Flipgrid is a great tool for presenting work in short media format and sharing it in a closed environment.

Mentimeter was a tool presented to us which seemed a very handy and engaging way to probe the opinion of people in a digital environment.

Gimkit is a great tool for presenting a problem and finding solution together in engaging way.



Teamwork

First of all we would like to specify what is the team work specifically. Teamwork is when a group of individuals collaborates and coordinates their efforts to achieve a common goal or task. It involves pooling together different skills , perspectives and strengths to solve problems, generate ideas or complete projects more effectively and efficiently than individuals working alone. Also it is a very powerful way to combine individual skills for a collective achievement , leading to innovative solutions and a stronger sense of unity among team members.

If we would like to work together as a team we need some essential skills, which make the teamwork much more effective. First of all communication. The open and honest communication is an important key. Team members need to express their ideas and they have to listen actively.



In a team the collaboration among members is an essential thing as well. Basically it is about supporting one another and recognizing that each member's contribution is valuable.

During teamwork the coordination is an important aspect as well. Organizing tasks, setting roles, and responsibilities to ensure the team moves forward cohesively toward the common goal.

When the team start the working process they need a goal first. Everyone in the team should be aligned toward a common objective. When everyone understands and works towards the same goal, the team is more likely to succeed.

Throughout the teamwork the adaptability is a really important piece. Being flexible and adaptable to changes or challenges that may arise during the project. This often requires compromise and the willingness to adjust strategies as needed.

Among team members, trust is also an important part. When -

-the team members trust each other , they are more likely to take risks, share ideas, and collaborate effectively.

In summary almost everyday , we engaged in teamwork as part of the Erasmus+ experience. The Erasmus+ experience enriched our daily routine with collaborative teamwork. Our daily schedule under the program included frequent teamwork sessions inside the topic of digital leadership. In general being part of a team in Erasmus enhanced problem solving skills through collective brainstorming. Working together created a supportive environment for facing challenges and it also helped us to improve our problem solving skills.



Youthpass

Youthpass is a European recognition tool for non-formal and informal learning in youth work. It provides a way to document and validate the skills and competencies that participants develop in various youth projects. Youthpass is supported by the Erasmus+.

Where can we use Youthpass?

Youthpass is typically used in the context of youth projects that receive funding from the Erasmus+ program. These projects can include youth exchanges, volunteering activities, training courses, and other initiatives.

Why do we need Youthpass?

Youthpass helps with improving the learning outcomes of participants in non-formal and informal settings. It acknowledges the skills and competencies that young people acquire through participation in youth projects.

Having a Youthpass certificate can be beneficial for participants when entering the job market, as it provides tangible evidence of the skills and competencies gained in a youth project.

Communication

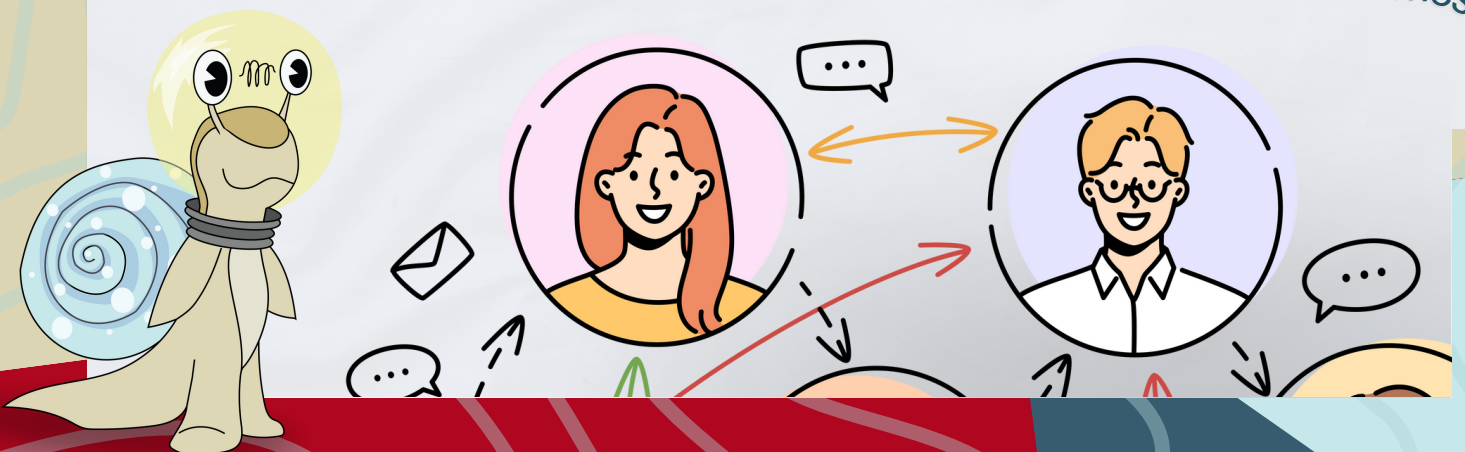
We can speak of communication as the process by which information is exchanged between individuals through a common system of symbols, signs, or behaviour.

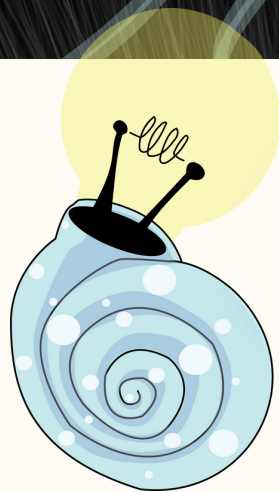
There are multiple communication channels available to us today. These include face-to-face conversations, telephone calls, text messages, email, the Internet (including social media such as Facebook and Twitter), radio and TV, written letters, brochures and reports.

Choosing an appropriate communication channel is vital for effective communication. Each communication channel has different strengths and weaknesses.

For example, broadcasting news of an upcoming event via a written letter might convey the message clearly to one or two individuals. It will not, however, be a time- or cost-effective way to broadcast the message to a large number of people. On the other hand, conveying complex, technical information is easier via a printed document than a spoken

13





A.R.C.

Get out of your shell

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