

PRESENTS

7 QUESTIONS ABOUT LEADERSHIP



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MY FAVOURITE QUOTE ABOUT LEADERSHIP

"A LEADER IS THE ONE WHO KNOWS THE WAY, GOES THE WAY, AND SHOWS THE WAY"

ANDRA ARSENE



About me

I studied Law and I am based in Bucharest, Romania. Passionate about exploring new places, providing support to others, and creating projects for the learning field.

I've worked for several multinational corporations and clients, including Hewlett Packard, Allianz, Electronic Arts, Microsoft, and Lenovo. I've honed my skills in the industry by accepting a variety of challenges and undertaking projects like starting from scratch and building a learning department, learning academy, onboarding programs, processes and procedures.

L&D expert: with 14 years of experience, and Co-Founder of the [L&D Connector Newsletter](#), developed to connect people and provide everyone with valuable information in the field.

1. What have you found most challenging as a leader?

The most challenging as a leader from my experience is maintaining your team's motivation, engagement, and commitment over time, be there for the nice teammates, and experience—rather than money.

2. How did you become a leader? Can you please briefly tell the story?

In 2014, I began my career as a leader at Electronic Arts, where I led a mobile division and a small team.

The experience was quite interesting because in addition to operational work, I started for the first time to develop a plan for the department, for the team, and to develop a strategy for the people that were already in the company - for the upcoming technical courses, for their development.

Beginning with that experience, I was able to confirm to myself that I am capable of doing it from a variety of aspects because of my organizational abilities, ability to support people, ability to embrace full responsibility for my role, and the number of initiatives.





3. How do you structure your work days from waking up to going to sleep?

My workday begins at 9:00 AM because I tend to be a morning and evening person. Still, I spend a lot of time in the evenings when necessary. I will take the first day of the week as an example:

I am starting the day by sending the weekly email with all the updates from the previous week, the upcoming objectives plus some fun things and a few learning resources for the team.

Prioritizing the day's activities and responding to all emails and requests take up the first portion of the day. If there is anything I can do to help the team, I continually make it a priority.

Then I continue with the documentation part: I love developing processes, procedures, to make sure we as a team can improve our work experience and activities. And if there is a chance to develop something new and useful I am doing that. And the last part is dedicated to the calls thought the day. (usually already planned).

4. What's a recent leadership lesson you've learned for the first time or been reminded of?

Be present for your team, work together to find solutions to the problems, and don't let your team handle everything.

It is critical that everybody on your team feel your commitment and assistance, as well as guidance and motivation.

5. What's one book that has had a profound impact on your leadership so far? Can you please briefly tell the story of how that book impacted your leadership?

“The 7 Habits of Highly Effective People”

is my preferred choice because I could relate to most of the habits discussed in it. And I will list the ones that I genuinely believe in and put into practice: *Be Proactive; Put First Things First; Think Win/Win; Synergize.*

6. If you could only give one piece of advice to a young leader, what would you say to them?

Consider becoming a professional in the field in which you wish to take the lead. Approach your work with passion and recognize the value of supporting your team members, so they collaborate with you rather than working for you, independently of you, or simply because of you.

7. What is one meaningful story that comes to mind from your time as a leader, so far?

I am not sure I have a story but something meaningful for me as a leader was a feedback received from my experiences as a leader so far.

All of this feedback is important to me because it validates my work over the years, that people trust me as a leader, and that they can count on me to be both a human being and a professional when they need me. It also makes me very happy seeing it.

- A trusted person (personally and professionally)
- A protective person
- Everything you want obtain you get for the team
- A person with a lot of initiatives
- A person that I want to be or look like in the future
- A person where I can go and ask without being afraid.

THANK YOU

EXTRA RESOURCE PROVIDED!

THE BELOW ARTICLE ABOUT LEADERSHIP:

<<<[HOW LEADERSHIP IS MEASURED](#)>>>

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