Development of leadership skills by involving students in the management structures

Development of leader skills by developing joint projects with the socio-economic environment

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Transilvania
din Brașov

Liderul este acea persoană care reușește să scoată simplitate din dezordine, armonie din dezbinare și oportunitate din dificultate.

"The **leader** is one who, out of the clutter, brings simplicity… out of discord, harmony… and out of difficulty, opportunity."

Albert Einstein

Leadership-ul nu este despre un titlu sau o denumire. Este vorba despre impact, influenta si inspiratie. Impactul presupune obtinerea unor rezultate, influenta este raspandirea pasiunii pe care o ai pentru munca ta si in acelasi timp trebuie sa-ti inspiri colegii de munca si clientii.

Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers.

Robin S. Sharma

Conducerea / Leadership-ul înseamnă lucruri diferite pentru oameni diferiți. O definiție depinde, de obicei, de perspectivele, personalitățile, filozofiile, valorile și profesiile celor care fac definiția. În forma sa cea mai de bază, conducerea este definită ca arta de a-i mobiliza pe ceilalți pentru a dori să lupte pentru aspirații comune.

Prin urmare, un lider este un individ care posedă capacitatea de a încuraja, motiva și / sau influența pe ceilalți. Datorită multitudinii de locații în care se găsesc lideri, ceea ce constituie conducere variază foarte mult.
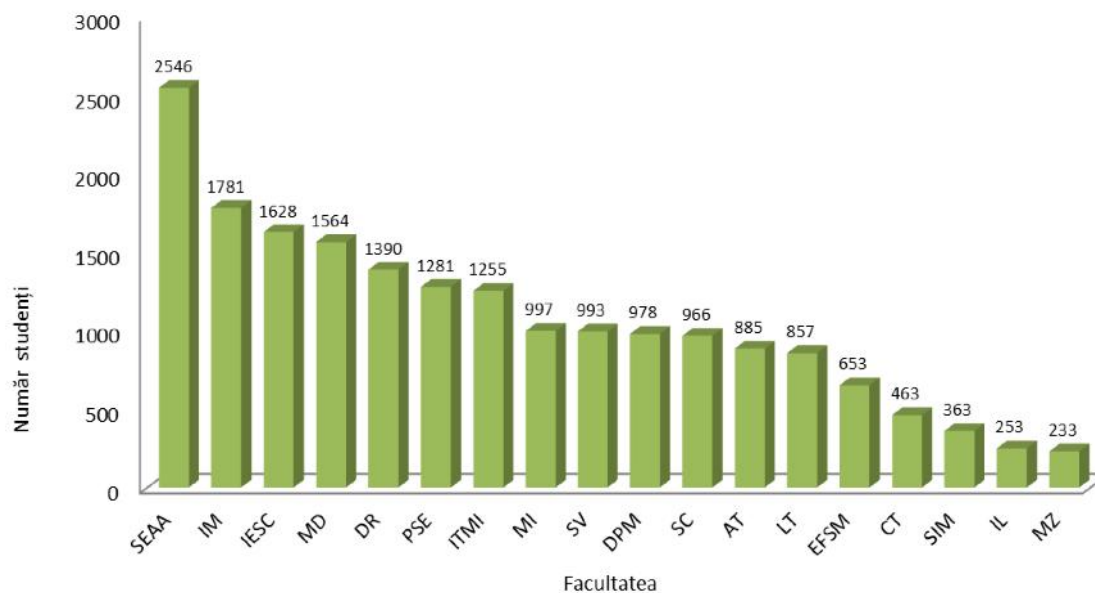
Studenții noști

Total Universitate	IF						IFR				ID
	Buget			Taxă			Buget	Taxă			Taxă
	L	M	D	L	M	D	D	L	M	D	L
19086	10473	2644	122	2493	478	153	70	951	79	110	1513

Distribuția studenților pe facultăți:

Cod	Facultate	Cod	Facultate
SEAA	- Științe conomice și administrarea afacerilor	DPM	- Design de produs și mediu
IM	- Inginerie mecanică	SC	- Sociologie și Comunicare
IESC	- Inginerie electrică și știința calculatoarelor	AT	- Alimentație și turism
MD	- Medicină	LT	- Litere
DR	- Drept	EFSM	- Educație fizică și sporturi montane
PSE	- Psihologie și științele educației	CT	- Construcții
ITMI	- Inginerie tehnologică și management industrial	SIM	- Știința și ingineria materialelor
MI	- Matematică și informatică	IL	- Ingineria lemnului
SV	- Silvicultură și exploatări forestiere	MZ	- Muzică

Distribuția studenților pe județe (%)
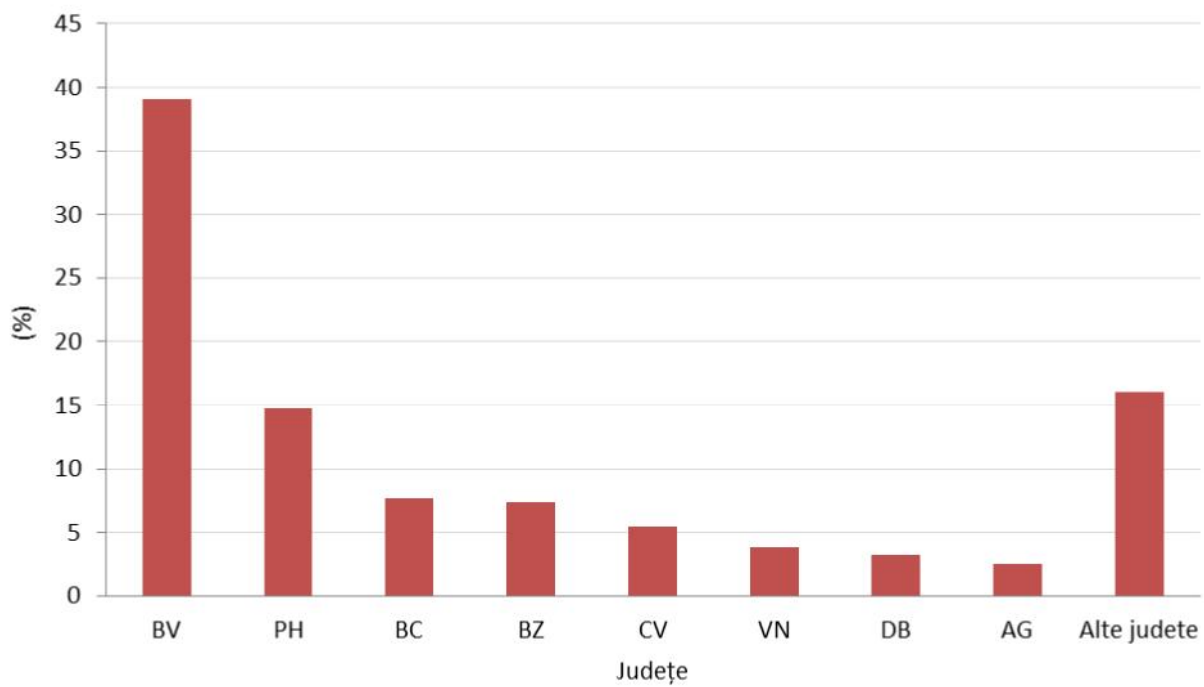
EXORDIOR

- Involving the students in our administrative problems

- Connecting the students with the economic environment

Solutions for MOTIVATION

The largest university in Central Romania

Public university established in 1948

Brașov

Capital of Brasov county

Multi-ethnic and multi-cultural city established in the XII century

More than 290,000 inhabitants (MA 400,000)

The most important tourist city in Romania after the capital (Bucharest)

140 km from Bucharest Intl. Airport

Diversity in education

18 faculties

19.000+ students

       80% bachelor, 17% master, 3% PhD)

1.300+ staff members

       729 teaching staff and 51 researchers

100+ bachelor degree programs

       full time, distance learning and part time study

70+ master's degree programs

18 fields of doctoral studies

Comprehensive university

Faculty of Mechanical Engineering

Faculty of Technological Engineering and Industrial Management

Faculty of Materials Sciences and Engineering

Faculty of Electrical Engineering and Computer Science

Faculty of Silviculture and Forest Engineering

Faculty of Wood Engineering

Faculty of Civil Engineering

Faculty of Food and Tourism

Faculty of Product Design and Environment

Faculty of Mathematics and Computer Science

Faculty of Economic Sciences and Business Administration

Faculty for Psychology and Educational Sciences

Faculty of Physical Education and Mountain Sports

Faculty of Music

Faculty of Medicine

Faculty of Literature and Languages

Faculty of Law

Faculty of Sociology and Communication

The largest Research Institute of a Romanian university
EU funding (built and equipped in 2009-2013)

Research
results in
2018

2.5 mil. Euro - funds for projects and grants
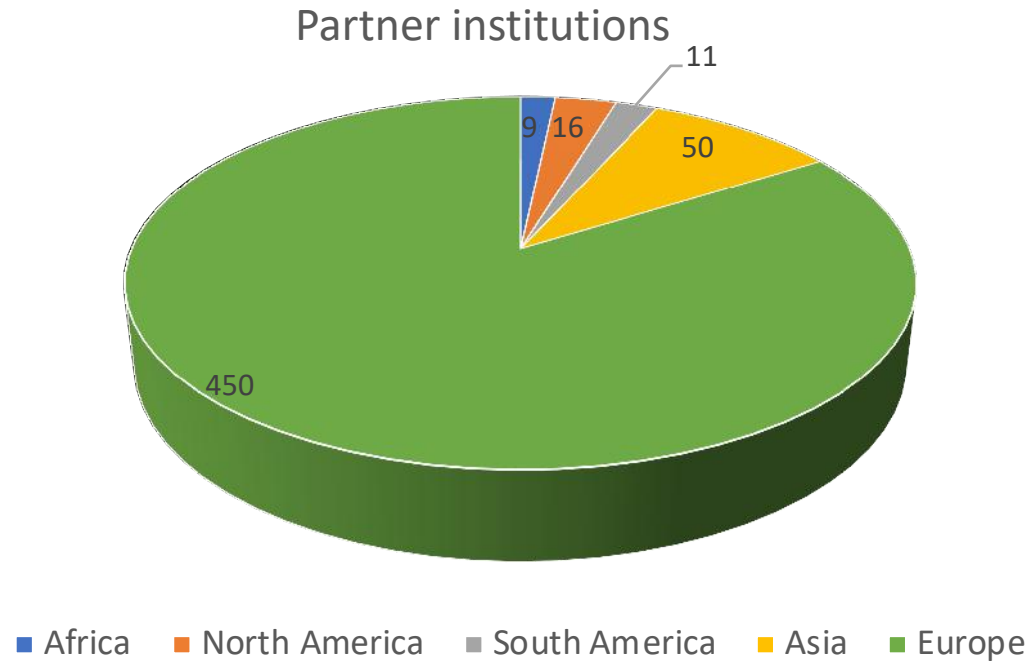
125+ projects and grants in progress

450+ doctoral students

1300+ ISI Web of Science/ Clarivate Analytics
indexed publications in 2017-2018

INTERNATIONAL COOPERATION

536 partner institutions, from 71 countries

Partner institutions

9 16 11 50 450

Legend: ■ Africa ■ North America ■ South America ■ Asia ■ Europe

Asia	
Armenia	
Azerbaijan	
Cambodgia	
China	
South Korea	
Jordan	
Indonesia	
Iran	
Israel	
Japan	
Kazakhstan	
Malaysia	
Sri Lanka	
Thailand	
Turkmenistan	
Uzbekistan	
Vietnam	

Africa	
Morocco	
Tanzania	
Togo	
Tunisia	
South Africa	
Zimbabwe	

South America	
Argentina	
Brazil	
Chile	
Cuba	
Ecuador	
Uruguay	

North America	
Canada	
Haiti	
Mexic	
SUA	

My position:

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STUDENTS

offer

have to be correlated

needs

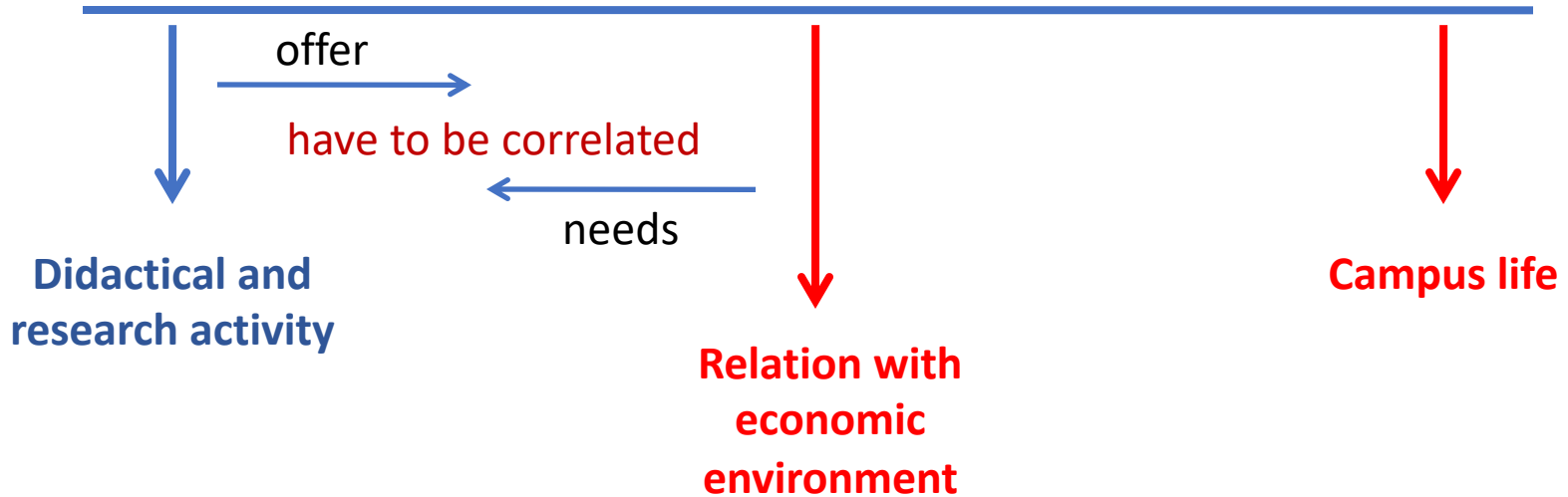**Didactical and research activity**

Relation with economic environment
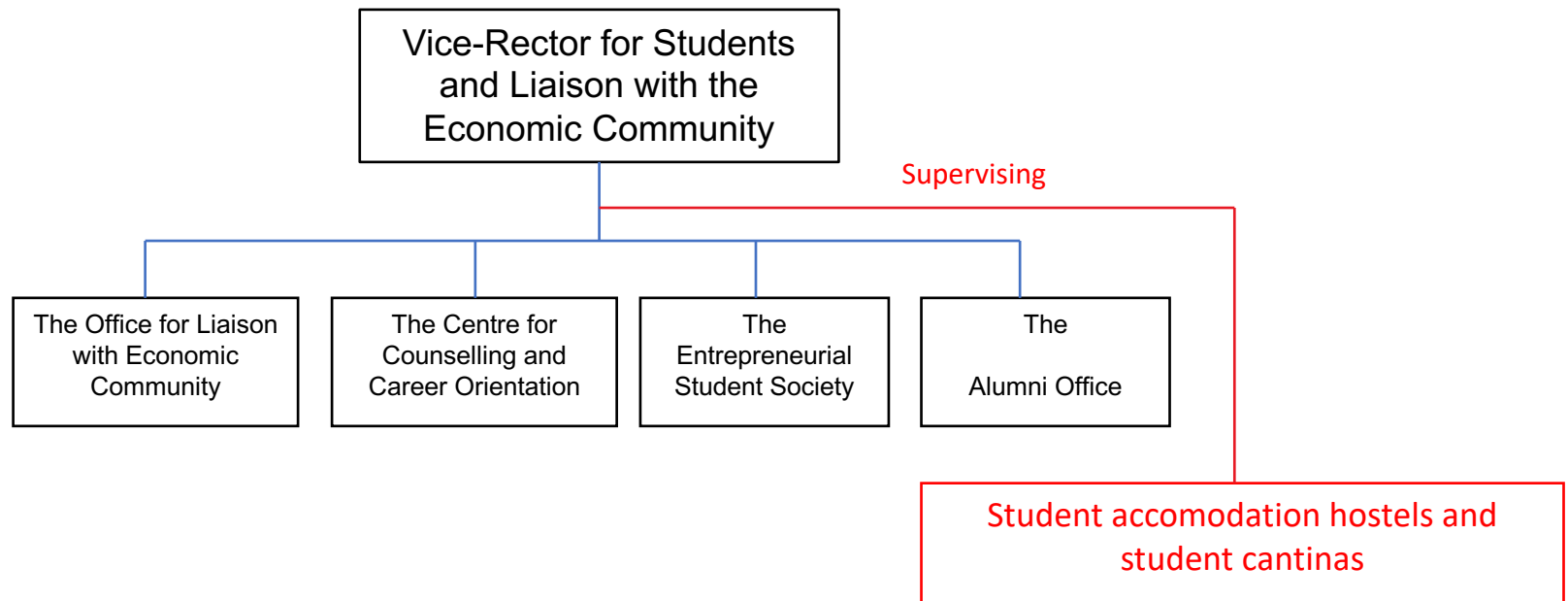
Campus life

CAMPUS LIFE – INNOVATIVE APPROACH

Students' branch holds an extremely important place due to their number, their training and intellectual potential.

Why can't an university be regarded (with certain limits) as a company and its students or part of them as temporary employees?

Why performant students couldn't be involved more in solving or development of certain administrative objectives/activities in the university campus?

It is very important to reconsider the students' potential and their creativity.

CAMPUS LIFE – INNOVATIVE APPROACH

Quite frequently, Transilvania University solved problems related to students' campus, including administrative problems, maintenance, and technical and economic solutions etc, by means of specialized companies, spending important amounts from its own income.

The results have not always matched the expectations, thus the solutions adopted seldom wholly reflected university real needs and expectations.

In this perspective we have looked for an alternative:

Our strategy:
1. **Launch of student competitions (internal projects).**
2. **The development of students' groups or teams that will engage in solving some administrative problems in the university campus.**
3. **Encourage and support the best students (at learning and research levels).**

CAMPUS LIFE – INNOVATIVE APPROACH

Our management actions in relation with the students:

- **Participative management** - **DIALOG** (students have to be involved in the decisions which directly affect their activity and life)

- **Promoting team working** (creating student teams - common goal or task, the accomplishment of which depending on activities' co-operation and coordination of team members). **ADMINISTRATIVE TEAMS and PROJECT TEAMS**

- **Motivation and Rewarding** (for student teams and student competitions).

MASLOW – HIERARCHY of NEEDS - theory

Self-actualization – autorealizarea, dezvoltarea personala (intellectual needs, fulfilling potential, achieving targets)

Esteem (Self-respect, level of status) – nevoia de recunoastere sociala

Social (Feeling wanted, sense of belonging, part of team)

Safety (safe working/studying environment)

Physiological (basic needs) – nevoi fizilogice primare (masa, casa…)

Student motivation

- **Motivation 1** (basic needs have to be solved – free accomodation, food in cantinas without payment)

- **Motivation 2** (exploitation self-accomplishment (self-actualization) - the human need to wholly fulfill his potential that is his need of personal progress) - international exchange experiences, internal scholarships, sustaining their creative project proposals

Innovative competitions for students
(creating teams by project competition)

*The first competition – **My faculty** –* Increasing the facilities and infrastructures of the faculty in order to optimizing academic activities (teaching, learning*);*

*The second competition – **Together for the university** –* competition for student associations;

*The third competition – **Developing a Smart Campus***
5 proposal provided by students
5 proposals asked by university
Maximum 100.000 lei (21.000 euro),
1/3 representing scholarships for the team members.

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My Diploma project - competition in which each student can apply for a financial support on behalf the the university for the diploma project (two steps: 1. at the faculty level - Faculty teaching staff council select maximum 5 proposals, 2. at university level, maximum 15 will be granted)
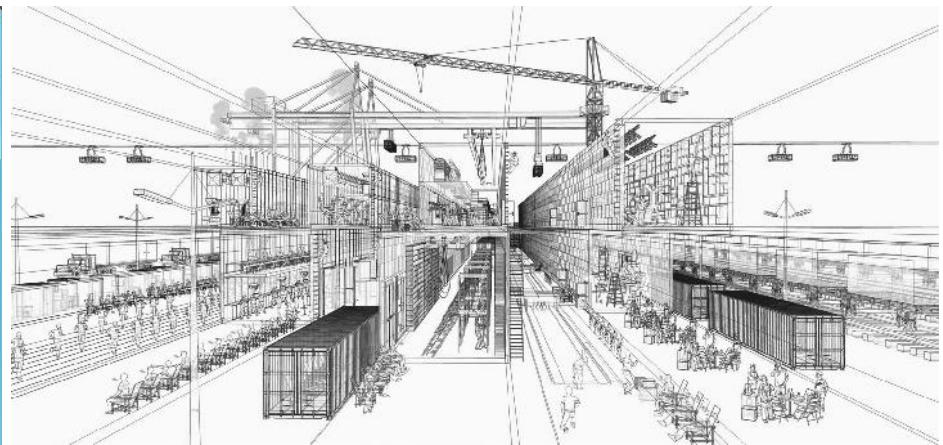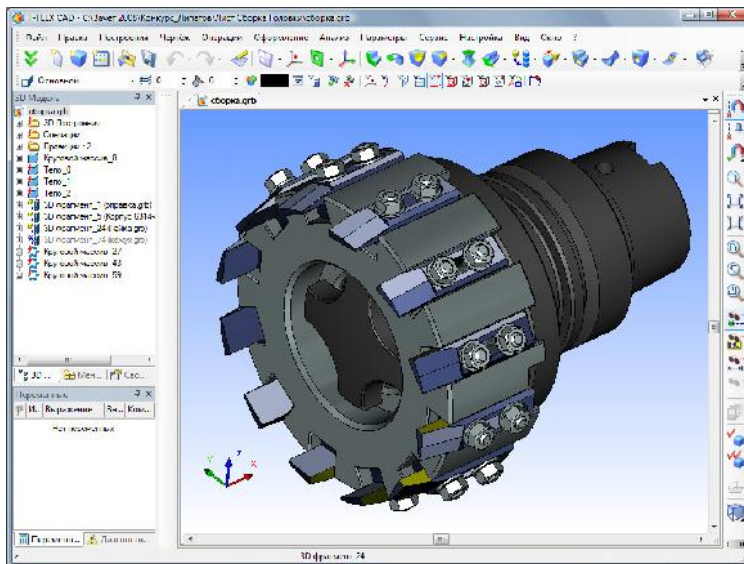
Developing of permanent student working teams

1. IT-Student team

6 students from the Faculty of Electrical Engineering and Computer Science (EECS)

- Maintenance of IT system in the university
- Technical assistance

Today IT Student team become TSG

TRANSILVANIA STAR GROUP

a. We offer:

Free monthly accommodation for the hostel president: 190 lei x 6 students = 1140 lei

Food for free 20 days: 280 lei/person Total: 280 x 6 = 1680 lei

b. We avoid:

An equivalent of 6 full-time technical employees: 4000 lei/person Total 4000 x 6 = 24000 lei

c. We earn monthly :

22.320 lei (4700 Euro)

Developing of permanent student working teams

2. F&B (food & beverage) - Student team

6 students from the Food and Tourism Faculty
- Assistance in the cantinas
- Supporting cantinas staff in all university special events

a. We offer:

Free monthly accommodation: 190 lei x 6 persons = 1140 lei
Food for free 20 days: 14 lei x 6 persons x 20 days = 1680 lei

b. We avoid:

6 full-time employees: 2700 lei/person Total 2700 x 6 = 16200 lei

c. We earn monthly :

14.520 lei (3050 Euro)

Developing of permanent student working teams

3. Hostel - Student teams

3 - 6 students for each student hostel
- Organizing students accommodation
- Supervising hostel functionality
- Ensure hostels safety

a. We offer:

Free monthly accommodation for the hostel president: 190 lei x 13 stud. = 2470 lei
Half/free monthly accommodation for the hostel committee members: 95 lei x 4 persons x 13 hostels = 4940 lei

b. We avoid:

33000 lei/month supplementary price at the Guard Company
At least 3 full-time employees: 2700 lei/person Total 2700 x 3 = 8100 lei

c. We earn monthly :

33690 lei 7078 euro

Developing of permanent student working teams

4. Colina Arena – Group

2 students from the Physical education and mountain Sport Faculty

- Maintenance of the arena
- Programing of students activity

a. We offer:
Free monthly accommodation in the hostel: 190 lei x 2 persons = 380 lei

b. We avoid:
1 full-time employee: 2700 lei

c. We earn monthly :
2320 lei

Developing of permanent student working teams

5. Colina – club group

3 students
- Supervising the activities in the Colina Club
(table tennis, billiards..) between 14:00 – 24:00

a. We offer:

Half/free monthly accommodation in the hostel: 95 lei x 3 persons = 285 lei

b. We avoid:

1 full-time employee: 2700 lei/month

c. We earn monthly :

2415 lei

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6. The Green Campus student group

5 students from different faculties, selected based on a projects competition

(especially from Forestry engineering)

- Optimizing the traffic and parking in the Campus

- Organizing and the maintening the parks at Colina and Memorandului campuses

We offer:

Half/free monthly accommodation in the hostel: 95 lei x 5 persons = 475 lei

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7. JobStud student group

3 students from Faculty of Letters, selected based on an interview session

- Provinding support for all the activities developed together with the economic partners;

- Promoting the offers from our economic partners in terms of practical stages, internships, jobs (part-time or full-time);

- Organizing the activities at the **Podium of the Companies**

We offer scholarships from our own incomes – Student Campus Scholarship

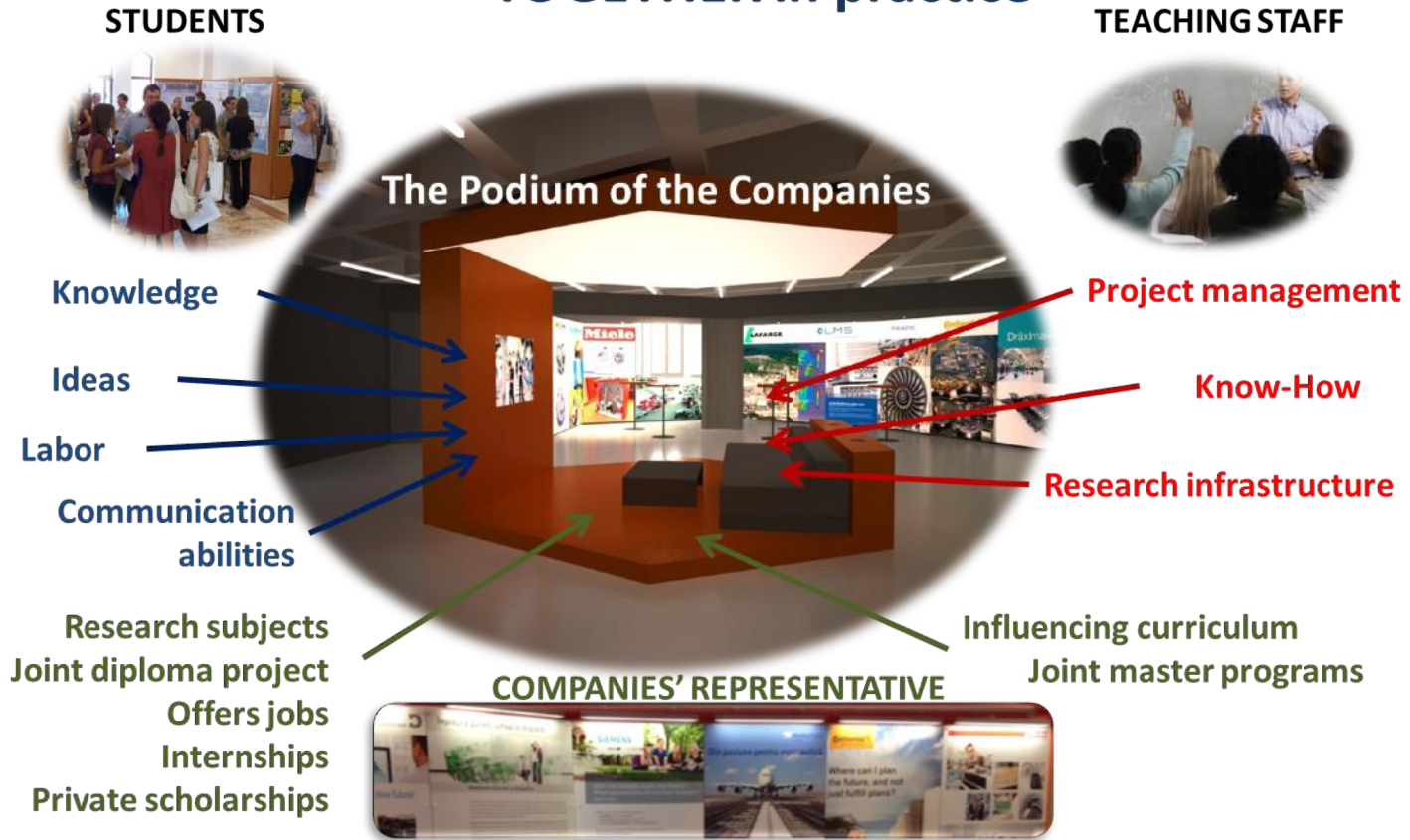# A new vision for the relation students – university – companies at Transilvania University of Brasov

The open space in the main campus building

Podium of the Companies

TOGETHER in learning
TOGETHER in practice

STUDENTS

TEACHING STAFF

The Podium of the Companies

Knowledge

Ideas

Labor

Communication abilities

Project management

Know-How

Research infrastructure

Research subjects
Joint diploma project
Offers jobs
Internships
Private scholarships

COMPANIES' REPRESENTATIVE

Influencing curriculum
Joint master programs

A new vision for the relation students – university – companies at Transilvania University of Brasov

Paralel actions:

1. the annual conference (each year in May)

The Students meet Companies - AFCO

http://afco.unitbv.ro

- bring face to face our graduates (but not only) and the representatives of the economic and socio-cultural environment, within an exhibition frame;

- specifically, the students may enrol for this conference and may partially or fully submit their diploma paper or a different project, as poster, in the framework of this exhibition.

Paralel actions:

The annual conference (each year in May)

The Students meet Companies - AFCO

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AFCO PRIZE GALA

AFCO SHOW

A new vision for the relation students – university – companies at Transilvania University of Brasov

The annual short SUMMER SCHOOL (each year in the beginning of July)

Transilvania Summer Event - TSE

Industry specialists, entreprenors, teach their experiences to the students

Different topics:
Personal branding, Coaching, Storytelling, Leadership .....

Thank you!

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Transilvania University of Brasov