



## MESA Monthly Member Meeting (4M)

Tuesday 30<sup>th</sup> May

### Emerging from a team member into a future leader

Thank you for attending the May MESA Monthly Member Meeting (4M) recently.

Thank you to [Martin Klöfver](#), Founder & Head of New Markets at [Trippus Event Solutions](#), MESA Member, for the MESA Pledge reading.

**Our session included 5 valuable snippets “The 5 keys to resilience” in 5 minutes from [Merijn van Buuren](#), Founder of Event Mender, MESA Member.**

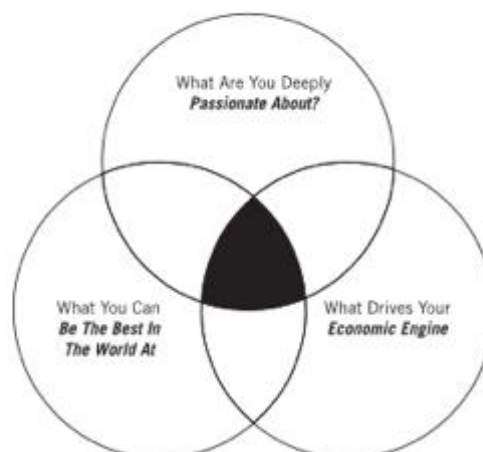
1. Self-awareness (of your own limitations and capabilities)
2. Mindfulness (being aware of your surroundings and being fully present)
3. Self-care (your physical health is also critical - your mind and body work together)
4. Relationships (you need support of people around you - have a strong support system)
5. Positive Mindset (phrasing things differently so they are not so negative)

**The main session was about emerging from a team member into a future leader, led by [Jelmer van Ast](#), CEO of [Conference Compass](#), MESA Patron Member and [John Martinez](#), Founder & CEO of [Shocklogic](#), MESA Patron Member, for hosting and moderating.** Effective leaders are critical to the success of any business and investing in employee development is key to building a strong basis for growth and continuity. We started the session with watching the video [Sasquatch Music Festival 2009](#). The first follower (takes guts) validates the leader. If your heart is in the right place, stick with it – we can’t have all leaders – you need followers too. You can create something bigger than you. We then discussed **“What makes a great leader to you?”** with many answers including:

- Giving vision and purpose and seeing how members of the team can bring in vision and direction
- Make the team feel good about the environment and workplace they are in
- Realising that other people can take charge - giving accountability
- Delegation and sharing
- Sharing achievements
- Someone that listens and making sure other opinions are heard
- Empathy and emotional intelligence
- Being open with your team and encouraging them
- Showing your team why are they part of this family and giving the freedom to set their own purpose
- Offering shared ownership
- Being open with your team and encouraging them
- Understand the characters of your team members and their different personalities

**Hedgehog Concept – Jim Collins** (about your purpose) - is not a goal to be the best, a strategy to be the best, an intention to be the best, a plan to be the best. It is an *understanding* of what you *can* be the best at.

Three Circles of the Hedgehog Concept



## Listening is key

Team leaders need to let their team share their concerns about a direction you may be taking – if you don't listen how can you expect them to be on board?

Why would you make the best effort to hire someone then not listen to them and only listen to yourself? We all have two ears and one mouth – listen twice as much as speaking! Big talkers have to be silent too.....

Truly listen to someone – are you listening or just waiting to speak? We can all have 'assault on the brain' – when you are interrupted which can destroy your train of thought.

Example of one company that wanted to get everyone's input and opinion about one customer (to drive growth / increase business) – all employees could input, and one solution radically changed an approach for the customer – all opinions were heard!

There are no stupid questions – something one person says can lead to a great idea / project. If a person is ignored or made to feel like they said something stupid, they will worry about speaking up again.

[Silent Meetings](#) – sometimes to have one minute of silence and everyone writes their ideas on paper to share with the group after can be a good way to get the input from all the team members, including the introverts.

## Additional Information

[The Hedgehog Purpose – Jim Collins](#)

[Silent Meetings](#)

[Manager Toolkit – Get the best from introverts with silent meetings](#)

[BetterUp - What it means to be a great team leader and how to become one](#)

[Teamwork - Leadership and teamwork: 10 ways leaders can help their teams](#)

[Workplace – The team leadership skills your organisation needs](#)

[Indeed – 7 skills used by effective team leaders in the workplace](#)

[Sasquatch Music Festival 2009](#)

[Book – Start with Why \(Simon Sinek\)](#)

[Brené Brown – Video: The Power of Vulnerability](#)

Thank you to our speakers:

[John Martinez](#), Founder & CEO of [Shocklogic](#), MESA Patron Member

[Jelmer van Ast](#), CEO of [Conference Compass](#), MESA Patron Member

[Merijn van Buuren](#), Founder of Event Mender, MESA Member

[Martin Klöfver](#), Founder & Head of New Markets at [Trippus Event Solutions](#), MESA Member



**NEXT MEETING:**  
**MESA MONTHLY MEMBER MEETINGS**  
**(4M's) 1400 GMT / 1500 CET:**

**20<sup>th</sup> June – Ownership – A Place to Be**

We look forward to seeing you there!

[MESA Events page](#)  
**MESA MONTHLY MEMBER MEETINGS**  
**(4M's)**

**Remember: You are in the MESA Community Platform (Intranet wall)**

- For general access and content
- To be connected and hear about events
- To get to know MESA and the community
- **Please post content and connect with each other**

[Please connect to our LinkedIn page](#) Thank you, MESA MEMBERS!