

Stakeholders answers on/for Sharing implications for Professional Practice (page 6) for Leadership and Management (Slovenian COER)

- **What are the pros and cons of:**
 - *striving for strict discipline?*
 - Stakeholder 1 answers: Discipline is required as far as the performance of tasks is concerned, in line with the process of work and results, but not in the workplace itself. Discipline can inhibit the activities, or reduce them only to tasks that are urgent and/or to those tasks, which must be constantly monitored and controlled.
 - *striving for equality between all team members?*
 - Stakeholder 1 answers: This is very important. It encourages the less exposed members to become more active, while the more notable members learn how to take all members of the team into consideration.
 - *using round tables for meetings?*
 - Stakeholder 1 answers: Very important. Symbolically, in the beginning, it guarantees the equality of all participants.
 - Stakeholder 2 answers: I agree that the spatial conditions must be considered extremely well. I am extremely sensitive to how someone receives me, sets me at the table, shakes my hand, etc. It is a reflection of the person and indicates a level of respect.
 - *using designated sitting arrangements in meetings?*
 - Stakeholder 1 answers: Not so important, but it happens just by itself.
 - *setting morning meetings, monthly reports and/or end-of-project reports?*
 - Stakeholder 1 answers: Very important. Although it is demanding and, on the part of the members, always considered meaningless, it is actually crucial for the project itself. Here, the entire course of the project is being monitored, the progress of the individual part of the project and the individual contractor is recorded together with the changes, amendments and other proposals. In short, this is a pivotal process.
 - Stakeholder 2 answers: There must be personal contacts between the team members (and not simply through correspondence meetings). Meetings should be regular in order to make important evaluations and have discussions about short-term goals.
- **What are your arguments for the answers you provided to above questions? How do you think these decisions influence your own practice?**
 - Stakeholder 1 answers: Participating in several projects, which place a great deal of attention to team work and an interdisciplinary approach. I use my knowledge in my work.
- **What else do you think is important to point out about leadership and management tasks?**
 - Stakeholder 1 answers: A person runs a team, does not get that much into the content, unless the content diverges from the ideas set.
- **How could the ABA method be used to improve leadership and management skills?**
 - Stakeholder 1 answers: Everyone can systematically follow the monitoring of their management process and observe changes in their own management process on the basis of concrete results.