

**ASHRAE – YEA Leadership International 2018**  
**Belgrade, 19-21 Oct 2018**  
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ASHRAE – YEA Leadership International 2018 was held from October 19 to October 21, 2018 at hotel "Zepter" in Belgrade, ASHRAE YEA committee with local support of SMEITS (Union of Mechanical and Electrical Engineers and Technicians of Serbia), UNS-ASHRAE-SB (University of Novi Sad ASHRAE Student Branch) and Danube Chapter. Event implemented a weekend training to meet young engineers from all around the world to discuss and learn about leadership, ways to improve their leadership skills, to learn the fast track route to effective and more conscious leadership, to learn how to shift from workhorse to a leader who builds real value, what are the common traits of successful people, but also the goals which are supposed to be pursued in business and private life.

Event gathered young engineers from the United Kingdom, China, Croatia, Egypt, the United States, Greece, the United Arab Emirates, India and Serbia engaged in scientific work or work in industry. Over the weekend participants had the opportunity to network with other young professionals from different parts of the world and share their current interests and problems they deal with. The right to participate in training had young professionals, who are members of ASHRAE and who have less than 35 years old.

Participants had the opportunity to attend lectures and a very interesting and useful workshops led by Tricia Evans, the first Business Coach in Dubai. She has coached over 6500 Managers in the Middle East since 1993. In the corporate world she “grooms” Managers for more strategic roles, enables Leadership Teams to take their business to the next level, and often acts as a sounding board for Senior Managers who can find their role surprisingly lonely. The tag line that is trying to propagate in her trainings all around the world says:

*Be successful on purpose... in all areas of your life!*



Lectures and workshops were given for three days. During the event participants discussed different topics related to leadership in the business world. At the end of each day one message consolidated all the talks and lectures that were current on that day.

Day 1. – On the first day of training participants, along with the coach, had to identify where are they in business and private life, and to decide what they are aiming at. Participants made visualization of their life at the present time and in the future, discussed the concept of success and what kind of meaning it has for the individual, as well as on the difference between the terms "Manager" and "leader".

Thought for the first day:

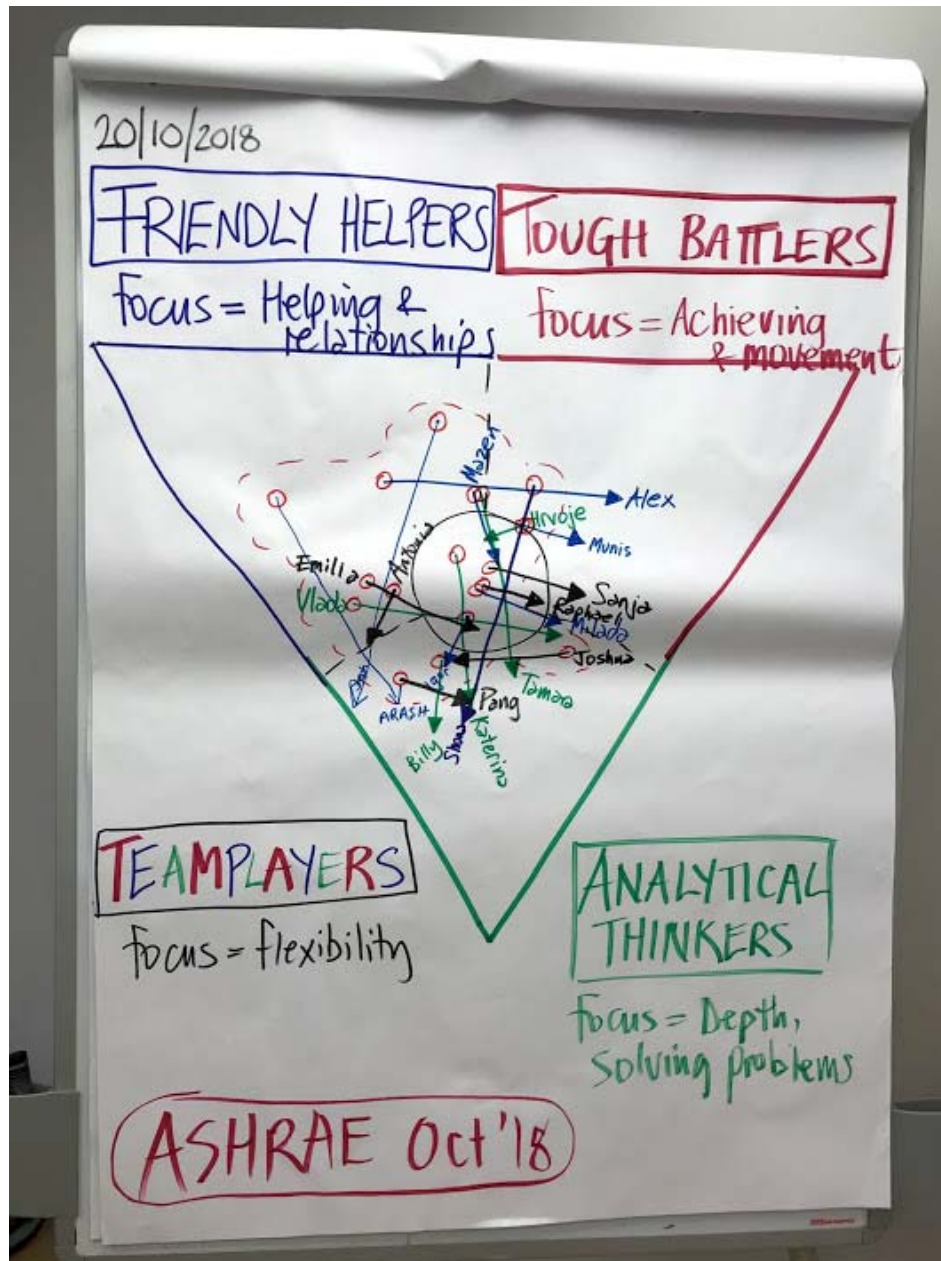
*No-one cares how hard you work – it's about the value you deliver to the business!*



Day 2. – On the second day, participants dealt with issues of functioning in a team, understanding how other people perceive them and how to deal with people different from them. On that kind of questions participants are also answer also via questionnaires Belbin Team Roles. Questionnaires proved to be very interesting approach with clear and picturesque results, from which the participants learned a lot about themselves and about their place in team in a corporate environment.

Thought for the second day:

*Think big, dream big!*



Day 3. - On the third day, participants had the opportunity to assess the reasoning and conclusions of the previous two and to objectively define their place and contribution in the business environment. On this basis they had to define their own weaknesses and shortcomings and come up with idea of how to improve them. On several occasions coach emphasized the importance of the presence of individual in internet database, on the business social networking site "LinkedIn", and representation of themselves on the market.

Thought for the third day:

*Success is not an accident – it's a decision & a process.*



At the end of the weekend, every member received a "Certificate of Completion" in recognition of attendance and completion of the 2018 YEA Leadership International event.

Guests who came from different parts of the world met in Belgrade and at the end of each working day had opportunity to take travel tour, during which they were able to hear the story about the rich history of Serbia and Belgrade and its sights.

First night training participants had the opportunity to visit Beton hala district, which through its distinctive ambiance and music blends modern and traditional, which clearly reflects the modern lifestyle Belgrade residents.



During the second night was organized visit to the famous Bohemian quarter Skadarlija, where they had the opportunity to enjoy in Serbia's traditional food and music, and in this way, in the right manner sense the spirit of Belgrade.









After the training, the participants learned the importance of *defining* the objectives they want to aspire, in a business or private segment of life and ways of reaching the same. Defining the problem is the first step to fix problems or to understand them. What has proven to be extremely useful and simple tool for it are *paper and pencil*. On several occasions in training participants have tasked their thoughts, ideas, problems translated onto paper and, whether it's writing or drawing, this approach has proven to be an incredibly effective way to create a scenic performance about a particular issue or wandering. When so make some setting problems, much higher chance to be fast and easy to get to for solutions or conclusions that an individual wanted to come. As already pointed out, defining the problem is just the first step in achieving the goal. It is very important to define exact ways of resolving problems and meeting the business goals they are trying to achieve.

It is interesting that most of the participants of training in informal discussions in the end concluded that young professionals, no matter what part of the world come from, meet with identical problems concerning: issues fit into the business environment, answers to questions about your own identity and place they belong, problems finding ways, place and moment to begin a business career, deciding to what they wanted to aim for in the future and how to achieve it. Conclusions and reflections were young engineers encouraged each other, because after this experience can confidently know they are not alone in the problems they face on a daily basis and that even on the other side of the world always have people who can understand them.