

Experiences of Beavertronics Leaders

By Reyna & Ian





Hello! Nice to meet you.



Our names are Reyna and Ian and we are Co-Managers of Beavertronics! We are both entering our senior years (scary!) and our fourth year on the 5970 (scarier!).

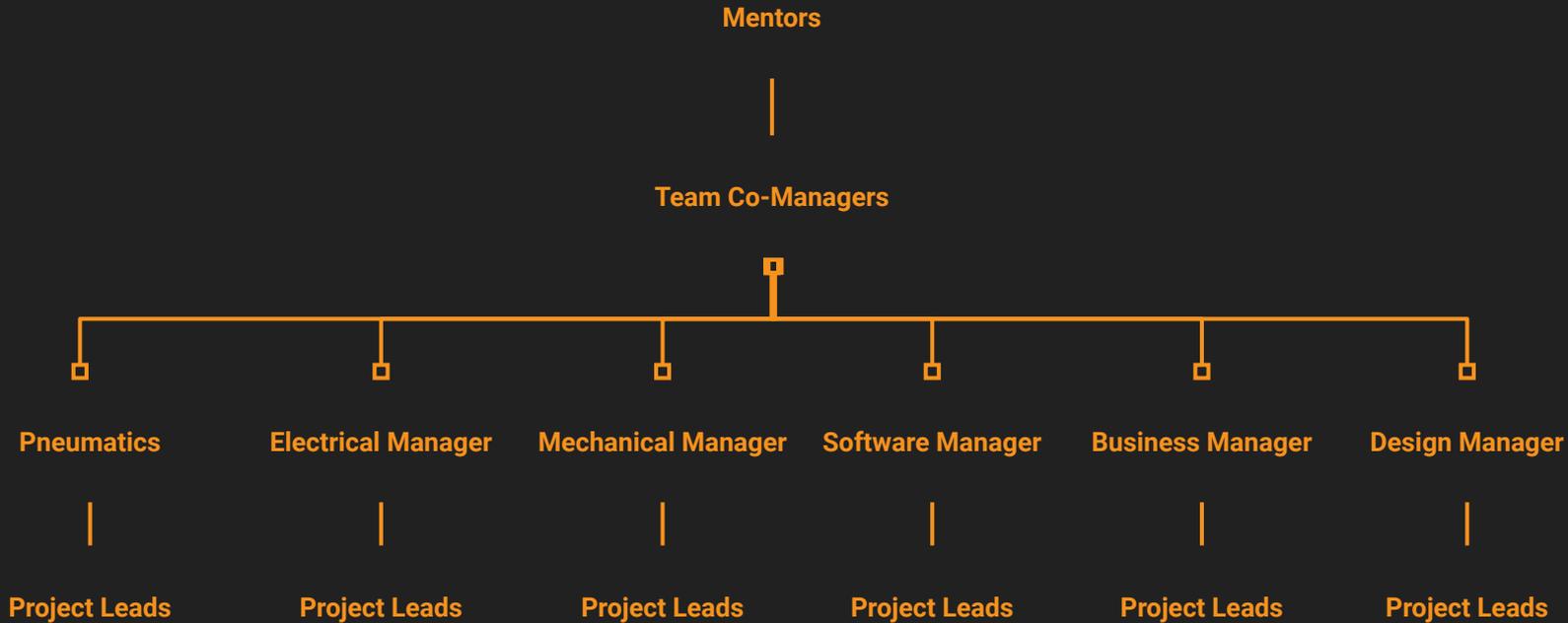


Leadership Structure





It's an iterable diagram!





The word
“**manager**” is used
so people realize
leadership is more
than a title.



The Big Question: How did we become Team Managers?



Ian's Story

- ◆ Freshman year (Power Up 2018)
 - Dabbled in electrical, mechanical, CAD
 - 3D printing
- ◆ Sophomore year (Deep Space 2019)
 - Design Manager
 - Ramp project lead
- ◆ Junior year (Infinite Recharge 2020)
 - Team Co-Manager & CAD Manager
 - Bridged design to build



Reyna's Story

- ◆ Freshman Year (Power Up 2018)
 - Climber mechanism project lead
 - Technician (which helped bring out my voice!)
- ◆ Sophomore (Deep Space 2019)
 - Safety Captain, Social Media, Electrical Manager
 - Electrical Manual
 - Workshops
- ◆ Junior (Infinite Recharge 2020)
 - Kickoff Strategy
 - Project Management (Weekly Summaries, Action Tracker)
 - Team Co-Manager (Agendas, Season timeline, Team Culture, Organize other leaders)
 - Fidget Project :)



These are not to-do lists. Instead, they are just examples of how **you** can demonstrate leadership.



What does each role *actually*
mean?





Priorities of a Project Leader

- ◆ Coordinate timeline of project with Subteam Manager
- ◆ Create meeting goals
 - Checklists are HUGE!
- ◆ Report to action tracker
- ◆ Find some helpful teammates!
 - Best to be consistent





Priorities of a Subteam Manager

- ◆ Subteam planning
 - DAB, Agenda, & schedule
 - Update DAB throughout meeting
 - Delegate
 - Mandatory meetings when necessary
- ◆ Teaching
 - Reference guides
 - Guide members through tasks
 - Communicate with mentors
- ◆ Tell team managers if unable to make a meeting





“Leadership is about knowing who is involved in the process. You need to know the right people for the job, and that involves you needing to trust others with important tasks.”

- Jason, Mechanical





Priorities of a Team Manager

- ◆ Team culture
 - Team bonding
 - Recruitment
 - Individual & team mission goals being met
- ◆ Maintain plan
 - Keep people accountable for DABs & AT
 - Dashboard & GANTT
- ◆ Facilitate meetings
- ◆ Checks & balances
- ◆ Enforce responsibilities
 - Supplement subteam managers
 - Enforce teaching priorities & methods



The Reality of Delegation



“Delegation lets you offload skills you may or may not have to those who can learn from the experience.”

- Lolly, Software





Holding Back from Doing Everything

Trust is THE most important quality to have as a leader.

- ◆ Delegation shows that you trust your teammates
- ◆ If they mess up, brush it off
- ◆ If unfinished, fix it up
- ◆ Always make it into a positive

When you delegate & trust, the atmosphere automatically improves!!



Roles not Titles





“A leadership position is about the responsibilities that come with it, not just a title of power. Whoever gets things done is the real leader.”

- Paige, Co-Manager





If the leaders themselves only care about titles...

Atmosphere

- ◆ Exclusion
- ◆ Elitist, Intensified

Build Season

- ◆ Fewer ideas heard
- ◆ Robot is “pre-decided”

Sustainability

- ◆ Unmotivated to return



Demonstrating Leadership





What can **you** do to demonstrate leadership?

- ◆ Have a new project idea? Speak up!
 - Be ready to advocate for it!
 - We never mean to push ideas aside, but often we and mentors alike have 5 things on our minds at once, so we forget
- ◆ Prioritize learning opportunities
 - Yourself & others!
- ◆ Participate in team culture
 - Let go of the “blame game”
 - Don’t need to be loud, but people notice when you’re inclusive
- ◆ Add in your own experience!



[https://forms.gle/
qLVhNdreKGGZvZ
Lg7A](https://forms.gle/qLVhNdreKGGZvZLg7A)

