

# CENTER STAGE PODCAST CLUB

## HIGHLIGHTS & INSIGHTS

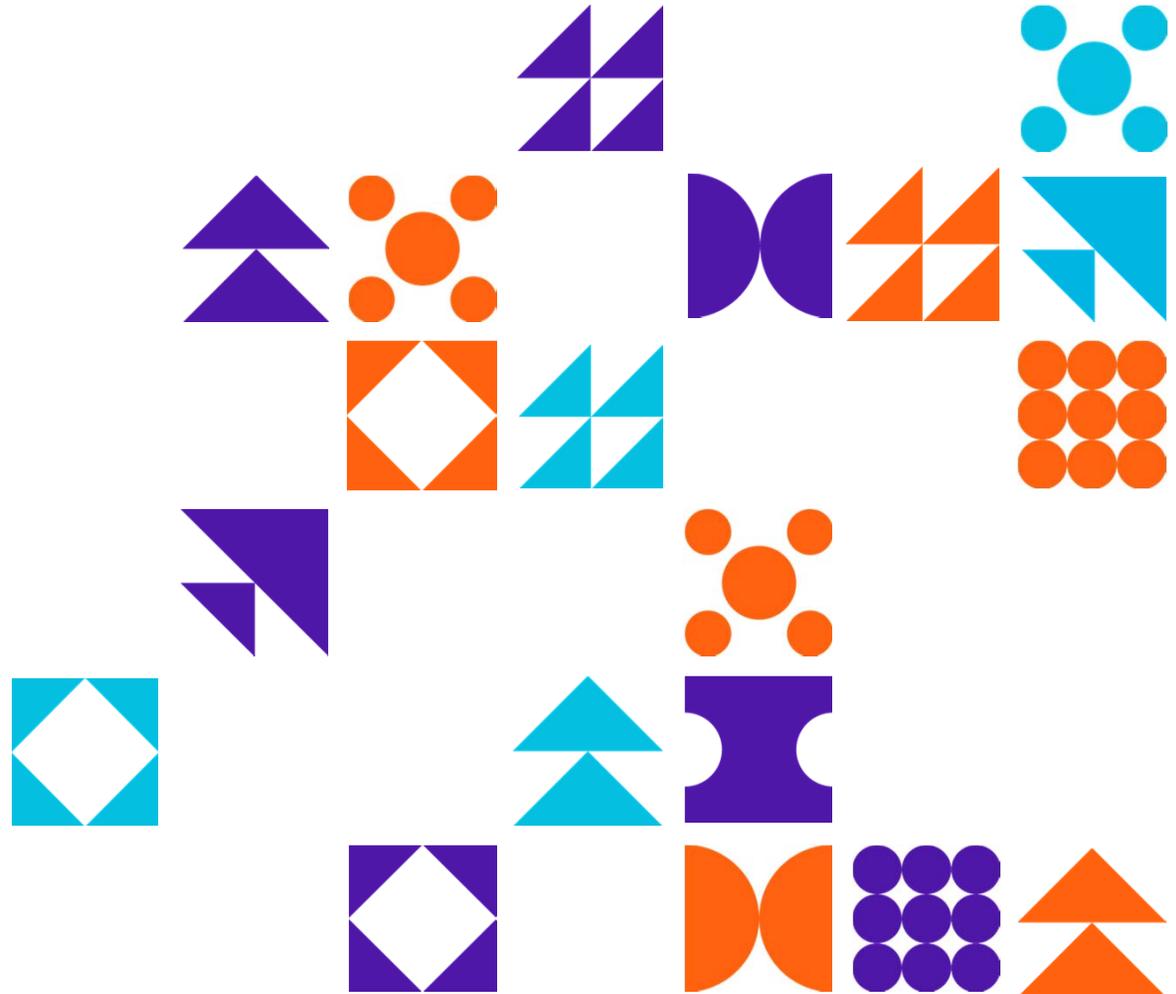
**YOUNG ENTREPRENEURS  
MAKING REALITY WITH FUTURE  
WAYS OF WORKING**

**Tammy Ashraf**, Center Stage Podcast Club Moderator

**Amy Brereton**, Chief Operating Officer,  
ENACTUS U.K.

**Lili Csorba**, Corporate Relations Executive,  
ENACTUS Queen Mary student team

**Gavin Henderson**, Project Management Business  
Advisor, PMI United Kingdom Chapter's London Branch



# Our Moderator and Discussion Provocateurs

Tammy Ashraf



Amy Brereton



Lili Csorba



Gavin Henderson



**Audience** – 596 participants from 67 countries

**Format** – Participants answered two survey questions, listened to discussion among the four speakers, and submitted their own questions in real time.



# EMPOWERING YOUTH & KNOWLEDGE TRANSFER

*Poll Question: Are you a mentor, mentee, both, or neither?*

Audience poll: Eighteen percent of audience members shared they were both a mentor and a mentee; 11% identified themselves as mentors; two percent identified as mentees; and 10% identified as neither.



Lili Csorba

I have always been inspired by my mentors with the goal to be that inspiration for others as well. Being mentored is not just about getting knowledge but also entails trust and inspiration. Students can be mentors within their teams and with their classmates – as well as mentees.



Amy Brereton

Mentees are more like a detective versus a historian – being curious and exploring are key skills and open you up to being mentored because you want to explore.



Gavin Henderson

As mentor, I listened to what the team was trying to do and gave ideas. A mentor shares advice with the team and the team then evaluates the advice to determine how it works best for them.



*(All remarks attributed to speakers are summaries, not direct quotations.)*

## AUDIENCE INSIGHTS ON TRANSFERRING KNOWLEDGE AND USING KNOWLEDGE FROM OTHERS



Participant insight

My organization offers 1st and 2nd year mentors to students. In addition, we offer a summer externship experience for students to get real-world/field experience.

My mentor shared his experience in a similar field with me, thus helping me identify risks and mitigate them before they could hurt the project.



Participant insight

There were many techniques that my team members use that I think work better than the one I was using and I use it to fine tune my approach on future projects.

I've had teammates help me put things in perspective and look at problems in a different way.



Participant insight

Factors used to evaluate knowledge gleaned from others:

- How well the concept works in real life and is sustainable.
- Social (common good), as well as personal and professional benefit.
- Is a win-win situation possible?
- Experience and integrity of the person whose advice I take.
- Effectiveness, feasibility, simplicity.

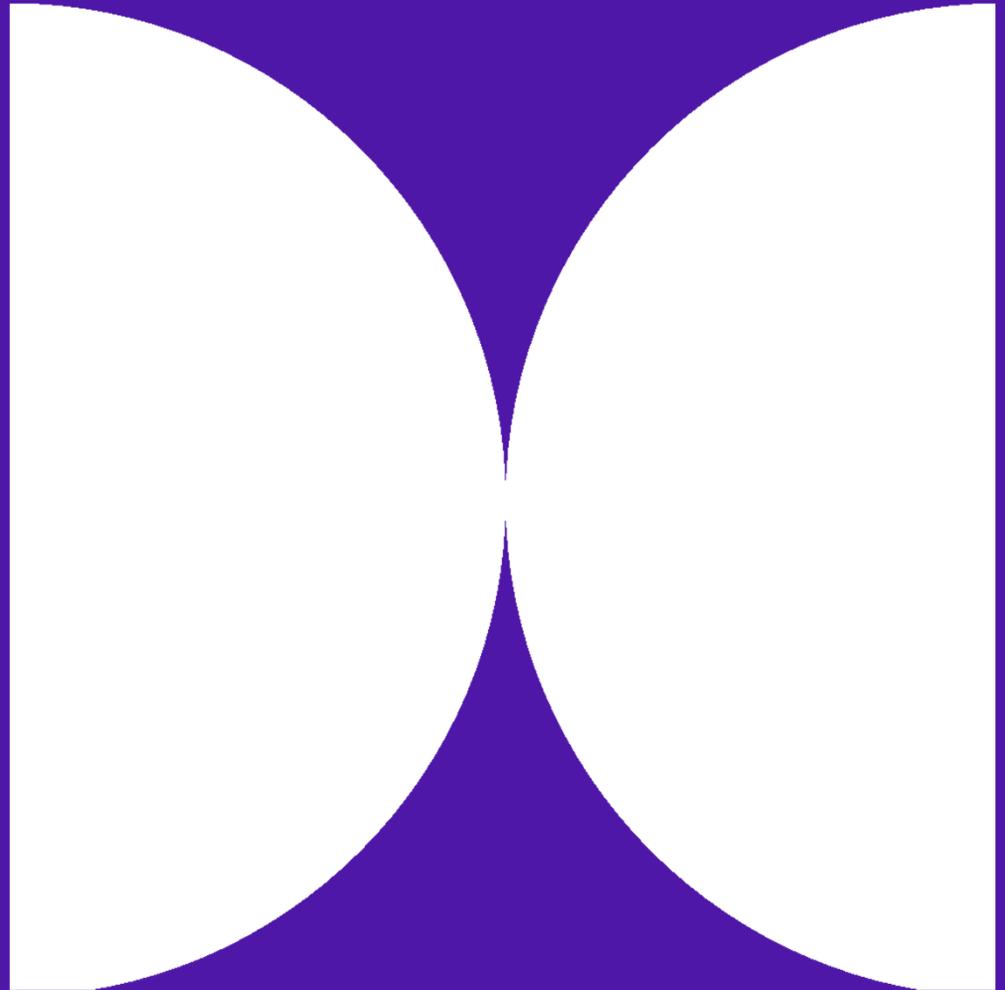


Participant insight



Participant insight

# LEARNING FROM FAILURE



*Poll Question: What is the appetite in your organization for learning from failure?*

**Audience poll:** Eighteen percent of audience members stated that failure presented teachable moments in their organizations. Six percent said failure was an element of risk while another six percent said failure produced blaming/finger pointing. Five percent shared that individuals who fail fear repercussions and one percent said their organizations do not learn from failures.



Lili Csorba

Some short-term failures can turn out as successes...COVID impacted the plan for the whole year due to restrictions and other measures. This is why we tried to learn about agile and how to use it in this situation...We listened to someone else and learned what might be possible...Failures also involve things that we might only understand later.



Amy Brereton

Failure connotes a negative that generates an emotional response that you did not achieve a goal. Failure is essential to success, to learn and to develop. You build up from it. People support and help you.



Gavin Henderson

Failure means you may not fulfill the thing you are trying to achieve in all dimensions. Using agile and iterative development removes an element of fear by making it more comfortable to try something new...Having a vision for what you want to accomplish while being open to change the way you get there is key.



*(All remarks attributed to speakers are summaries, not direct quotations.)*

## AUDIENCE INSIGHTS ON LEARNING FROM FAILURE



Participant  
insight

My organization promotes three elements of resilience: tenacity, composure and health.



Participant  
insight

We are using failure as learning points within the team. We are trying to document improvements out of those during retrospectives and to the knowledge repository.



Participant  
insight

My organization believes failures are valuable, but learning must happen quickly. Business is still a competition!



*(All remarks attributed to speakers are summaries, not direct quotations.)*

# SUSTAINABILITY





Amy Brereton

ENACTUS has three core values – People, Planet and Profit – that guide our teams. **Profit** in the sense that projects ultimately become self-sustaining. **Planet** focuses on empowering students and projects to be environmentally friendly and ensuring our work does not have a negative environmental impact. The **People** focus enables student-led entrepreneurship with individuals who are passionate about meeting needs in their communities.

Every project team determines the right balance of the 3Ps based on the project objectives, stakeholders and circumstances.

For my organization, sustainability is a key element promoted in our sponsored projects. The mentees often have strong insights and opinions about this element due to their concern about climate change and the environment.



Participant insight



*(All remarks attributed to speakers are summaries, not direct quotations.)*

# Moderator Insights



Tammy Ashraf

- Fostering an organizational culture that promotes mentor-mentee relationships built on trust is key to empowering youth.
- An important element to knowledge utilization is allowing the receiver of knowledge to decipher and determine how they will apply it.
- In order to better engage early career professionals, organizations are adapting a collaborative leadership method vs a top-down command and control approach.
- Since the start of the pandemic, more organizations are factoring the health and safety of their employees to manage resilience in the face of challenges.
- Creating a team culture that accepts failure as part of the learning process is key to creativity, innovation, & engagement.
- Environmental sustainability and social good impact are crucial values that intrinsically engage youth with tangible benefit realization outcomes.

Center Stage:  
The Voice of The Project Economy



## Welcome to Center Stage Podcast

Hosted by PMI's own COO Joe Cahill +  
Sponsored by the PMI Knowledge Initiative



Subscribe today via your favorite podcast provider  
OR tune-in via PMI's website at:  
[pmi.org/centerstage](https://pmi.org/centerstage)

