



# Managing in Reality

Virtual Experience, Fall 2021  
Misa Kozinova and guests



# Draft of Topics

How to start and grow your own business

Lessons from startup falls and rises

How to motivate people in tech

How to move from chaos to predictive - from Startup to Scaleup

Management and Technology - two different worlds?

Managing by Objectives in Service Delivery Organizations

# Confirmed guests

VP of Engineering Kiwi.com

Head of Product Kiwi.com

Chief People Officer Slido.com

Chief Executive Officer Safetica

Ex Director of Red Hat Czech

Chief Finance Officer Mews

Ex Service Excellence Manager IBM

# TBC

HR Business Partner Konica Minolta

CTO FinGood

CEO / CTO/ People Rohlik

**Suggestions? Shoot me an email**

# Completion Criteria

1

Feedback forms submitted for every lecture within 7 days

<https://forms.gle/BZZuETSYUKGNKlrj6>

2

Active participation with camera on

Come only if you want to participate, otherwise just watch the recording and submit the feedback form

3

Final thesis: How will I use the key ideas learned in my future job

At least 5 key take-aways (min 500 words, max 1000 words)

# What do you want from this course Room 1

- How to sell your product?
- How to start your own business?
- How to be a good manager?
- Good time management tips
- How to be a good leader?
- How to find business contacts?

# What do you want from this course Room 2

Get motivated

Learn how to lead people

Get familiar with the real aspects of running a company

Learn how to manage conflicts in our team

Learn how to motivate your teammates

Getting prepared to lead, manage and organize a team project

Learn how to run a team

# What do you want from this course Room 3

How to become a CEO

What does it take to get into some sort of management role

How to organise time

Figure out what managers do on day-to-day basis

How to become good leader

How to deal with stress of being overwhelmed by the work

What are the most common mistakes of managers

# What do you want from this course Room 4

Gain experience      Learn to overcome obstacles in a job

How work of a manager look like

Learn how to manage finances

Gain problem-solving  
insights

Learn what are essential skills to manage people



# What do you want from this course Room 5

Get to know interesting people from the business

Learn about managing the people and how to be a good manager

To find out if managing role is good fit for me.

Expect to listen to the leaders and people you don't meet on a daily basis, speaking about their work and career journeys?

# What do you want from this course Room 6

Inspiration

How to grow our own business

Avoid common mistakes

How to become a good manager

How to manage people

# What do you want from this course Room 7

Real stories

Not academic way of thinking about work in IT

Easy credits

Meeting with not technical part of study

Gain softskills and managing knowledge

Broaden our opportunities

# Questions for CEO Room 1

How many people do you directly manage?

What is helping you to overcome own mistakes?

Does big responsibility help to make better decisions?

What was the job like at the beginning?

How do owners or shareholders interfere with your long term plans with the firm ?

How to do good decisions? How to learn the ability of decision making?

What makes a good CEO?

What kind of people will never make a good CEO?

Why are you CEO and why are you here today?

What was the key moment in your career?

# Questions for CEO Room 2

How do you personally manage pressure, even in hard moments for your company?  
How do you determine if you accept a project or not?

What is the most important thing to do when managing a small/starting company?

# Questions for CEO Room 2

What advice would you give people wanting to get into management?

How much are technical skills important when you are becoming a CEO?

Were you hired as a CEO or did you move your way through the ranks?

How do you educate yourself in soft skills?

What were some of your failures and what did you learn from them?

Was university usefull for you? What are the key takeaways from uni?

What should people do to become a good CEO? What characters should they have?

What does he change about himself/herself and his/her career/study progress?

Strategy of your business and why is it the correct one?

# Questions for CEO Room 3

- How you became CEO?
- How to find business connection?
- Risk management
- What are the qualities CEO should have?
- How you deal with pressure?
- What's the gravest mistake you're willing to share?

# Questions for CEO Room 4

What is the best decision you have taken for your company?

Biggest fails

What went wrong?

How far in the future are you planning?

What do you not like about being in such position?

Do you think business skills are more important than hard skills?

Describe yourself the best you can in one sentence.

How to not become corporate and still make big gains?

Why do you think you were the right choice for the CEO?

What is your responsibility in your company?

What do you consider to be your most important characteristics?

What do you think of not having managers and that people lead themselves?

How long does it take you to become CEO?

How time consuming is your job?

What was your previous position?

How dependant are your decisions? Do you need to consult your decisions with other people, or you can do them by your own?



# Questions for CEO Room 5

- Can you describe us your job, what exactly does it entail? Like what do you do or what do your daily tasks look like.
- What was the craziest decision you have made that turns out to be awesome?
- Can you describe your professional journey?
- How do you balance your personal and work life?
- Would you change some of your decision if you could start again? Why?
- Can you give us some general advices coming from your past experience?
- What does your ordinary day look like?
- Do you feel a great responsibility?

# Questions for CEO Room 6

What experience (career path) do I need to become a good CEO?

What is the number one characteristic a CEO should have

What is the task definition of the CEO?

What would you do differently in your twenties?

How do you manage your time?

How many hours a day do you spend working?

If you had to choose any other job, what would it be?

# Questions for CEO Room 7

- What your normal day looks like?
- What soft skills a good CEO should have?
- What qualities (skills) should a good employee have?
- Career path (which positions has lead you into your current position?)
- What were your goals in the past and what are your current ones?
- What are your duties?

# Questions for Chief People Officer Room 1

What is the main goal of your work?

Have you ever refused the hiree because of his activity on social media?

What is the most difficult obstacle you have to overcome when working with people?

Have you ever preferred people's personality more than his/her actual skills during the hiring process?

How do you deal with conflicts?

Do you honestly believe that multisport card and fruit each Monday is a "deal breaker" for a new potential employee?

How long on average do employees stay working for your company? What do you do to stop them from leaving?

# Questions for Chief People Officer Room 2

How do you make people stay in your company? Building relationships vs increasing salary

What are some of the personality traits you are looking for when hiring people?

Are you able to figure out who is lying on interview? E.g. I say i am trust-worthy and in the end I am not

What are some tips/strategies when dealing with HR problems?

How changed your approach during covid? How do you introduce new people to the team in remote? How do you manage to build relationships remotely?

# Questions for Chief People Officer Room 3

How do you make people want to stay in your company?

In your experience is it for people more important money or happiness.

Do you think people should see all finances?  
E.g. how much company is spending,  
salaries of other employees etc...

# Questions for Chief People Officer Room 4

What makes a good team?

According to your experience, what is the best number of people to manage?

What qualities do you first look for when hiring people?

Do you prefer to check employees rather than trust them?

What do you don't like about being in such position?

Do you often face critics or disaccords with your employees, and how do you manage it?

What is the key characteristic/skill you are looking for in employees?

What are your responsibilities in company?

What was the hardest decision you had to make, but really did not want to

How the culture of company influences your decisions?

What motivates you to do your job?

What type of relationship do you have with people in your company?

# Questions for Chief People Officer Room 5

- Can you describe us your job, what exactly does it entail? Like what do you do or what do your daily tasks look like.
- Who are the worst types of people?
- Worst people's habits?
- Which soft skills are the most important?
- How to effectively motivate people?
- What are the most common problems you deal with?
- Would you like to advance even more in the career ladder?
- What does your ordinary day look like?
- Why do you like your job? If you do
- What do you like the most about your job?



# Questions for Chief People Officer Room 6

Do you value more passion and motivation or experiences and knowledge?

How does your normal day at work look like?

Did you have any major problem with your employees?

How do you deal with different opinions in team

How to create a coworking team with exceptional results

How to know if someone is suitable for the job

# Questions for Chief People Officer Room 7

- How do you motivate people (employees) - team buildings, benefits, etc?
- What qualities (skills) should CPO have?
- What were your goals in the past and what are your current ones?
- Is this position crucial for large companies as well as for small ones?