

Client was accepted to Ross and granted a \$40,000 scholarship.

What are you most proud of outside of your professional life? How does it shape who you are today?

Working in NYC, I wanted to take advantage of international nature of this metropolis, and share my international travel experiences with those who had never been so fortunate. In this vein, I discovered the non-profit [REDACTED], an organization that uses a digital platform to enable K-12 classrooms and volunteer travelers to explore the world together. When I started as a member of [REDACTED]'s Young Professional Board (YPBOD) 10% of the official board members regularly attended meetings. After working on a fundraising project for a few months with no support from the team, I told [REDACTED], the YPBOD Chairperson, that the board needed to be reorganized to provide more impetus for motivation. At this point, I suggested that he to establish committees. Breaking people into smaller groups would allow them to get to know each other, and increase productivity. Following this input, [REDACTED] decided to name me co-chair so that I could implement my ideas. I developed this concept even further by allowing members to vote for each committee leader, and join the committee that most spoke to their goals and interests. After seeing my commitment to the board and some promising results, [REDACTED] decided to leave and make me chairperson. To this point, I started by reflecting on why the board members were involved, what was their motivation? I realized they wanted to network, establish professional relationships with others, and build their skills in the areas of fundraising, marketing and finance. To align with their interests, I decided to meet over happy hours and organize dinners with the Governing Board to enhance

members' network. Then, I asked my team to establish specific yearly objectives for each committee and assign one committee member to lead each objective.

Within 8 months, 60% of our board members regularly attending the meetings, as compared to 10% before. Additionally, members of the board became more active and completed, through the committee I put in place, several projects such as a pricing schema for our in-class programs. This new organization also motivated the fundraising committee to raise about \$30k funds by engaging corporate sponsorship. In the past, I would lead by delegating tasks to others. After examining how I needed to lead the [REDACTED] board, to increase engagement and participation, I now understand what collaborative leadership really means – including your team in the process from the ground-up so that they feel a sense of buy-in, engagement, and ownership.