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MX STANDARTS

NEW 16 STANDARTS

AIESEC IN ISTANBUL ASIA

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MX STANDARTS //THE OBJECTIVE



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MX STANDARTS //THE MODEL



**SOCIAL
SPHERE**

**Interactions between
Member with other
teammate/
AIESECers**

**WORK
SPHERE**

**Interactions
between
Member with
the works/
tasks**

**PHYSICAL
SPHERE**

**Interactions
between
Member with
the working
environment**

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MX STANDARTS //NEW 16 STANDARTS



1.JOB DESIGN

- 1.1.Job Design
- 1.2. Personal Development Evaluation

2.JOB SUPPORT

- 2.1. Transition Delivery
- 2.2. Onboarding Delivery
- 2.3. Education Cycle Delivery

3.COMMUNITY

- 3.1. Social Networking
- 3.2. Community Rules

4.COMMUNITY ENGAGEMENT

- 4.1. Community Channel
- 4.2. Community Engagement Activities

5.ENVIRONMENT & WELL BEING

- 5.1. Workspace
- 5.2. Mental Health & Well-being

6.TEAM PRACTICES

- 6.1. Team Building
- 6.2. Team Engagement
- 5.3. Team Performance
- 5.4. Team Development
- 5.5. Team Closing

1. JOB DESIGN



Job design involves determining the specific task and responsibilities to be performed and carried out by the members. It enables to identify of members' skills and competencies with the job requirements. It ensures organizational efficiency and effectiveness.

1.1. Job Description

To ensure that the member is aware of their JD and understand how it is related to their goals and skills

2.2. Personal Development Evaluation

It is always relevant to consider the individual aspect of the team because in the end we are all different individuals and we can't dismiss the personal side. It is a chance to readapt the plan of the member and ensure that the person believes that they will be developing something out of the experience. Personalizing every experience is important.

2.JOB SUPPORT



Support from the workplace can help increase a member's feelings of competence and therefore their level of interest in their work, also directly enhancing the members journey through personal development. Members who feel valued and supported perform better at work, and go beyond their required duties. Alignment of job roles with personal goals can be derived from elements of job support.

2.1. Transition Delivery

- Relevant knowledge and skill set.
- Review & Feedback from the previous team.
- Education materials, toolkits and other resources.
- Way forwards

2.2. Onboarding Delivery

- Induction / first touchpoint. All about AIESEC
- Onboarding plan: Basic & Functional
- Expectation Setting of the role
- Clarity in understanding of JD

2.3. Education Cycle Delivery

- Education and Job support
- Education Cycles, for effective capacity-building in the members.
- Access to Local, National & Global Hubs

3. COMMUNITY



The relationship we create and sustain could influence member's individual performance effectiveness, working culture profile, and their perspective about the organisation as a whole

3.1 Social Networking

1. Internal Spaces (LC Level):

- Team meetings
- Department meetings
- Inter-Department Engagement
- Local Committee Forums : LCMs, LCong, etc.
- Interaction spaces with IR LCs for cross-cultural understanding

2. Internal Spaces (Beyond LC-Level):

- Frequent Inter-LC Networking Spaces
- National Conferences/ Summits
- Regional Workshops/ Summits
- Global Summits/ Conferences

3. External Spaces:

- Alumni Touchpoints
- Experience Sharings
- Local / National BD Partner Events

3.1. Community Rules

- LCM rules % regulations aligning with organisational culture profile, climate and behavior.
- Encouraging Inclusivity, Values, Behaviours and defining them for all members
- Ethical Code of Conduct & LC Policies, particularly HR policy
- Culture & Behaviour Shaping n the entity using OCAI



The community engagement activates help members get access to the AIESEC network in a more standardised and effective way.

4.1. Community Channel

- Establishing & Maintaining official channels to communicate about work-related topics. If unofficial platforms are run, EB should be in the loop to ensure no unethical practices occur, and rules are maintained.
- Downscale information and communicate about important community announcements. Ensure that information is downscaled to all layers.
- Members have their AIESEC (.net) & EXPA accounts as soon as they get onboarded, and know how to use them, effectively use them.
- Member is encouraged to share their opinion, story and speak up their voice inside in the community.

4.2. Community Engagement Activity

- Local Committee Engagement Planned & Executed
- Rewards % Recognition System running & standardised
- LC Forums: LCMs, LCOngs, LEAD Spaces
- Alumni Touchpoints & Experience Sharings

5. ENVIRONMENT & WELL-BEING



The community engagement activities help members get access to the AIESEC network in a more standardised and effective way.

5.1. Workspace

- Define with a member the workspace we would use and have clear expectation setting
- Having work routines and providing requirements that would facilitate the members to work in the best way possible
- Teamwork culture profile, rules for team efficiency
- For Physical workspace: Office space/ furniture, work desk, meeting room, team house, and so on
- Virtual: virtual conference platform (zoom, meet), virtual team brainstorming (trackers etc.)

5.2. Mental Health & Well-being

- Get to know what the member needs support for through 1:1s
- Defining a climate in the entity which represents a safe space for mental well-being, where members can openly address the issues they are facing
- Provide support system to facilitate a safe and sound working environment, helping the overall well-being of a member.
- Having conversations each other, keeping regular touchpoints.

6. TEAM PRACTICES



6.1. Team Building Team Creation

- This should be your first touchpoint with the team
- Communicate the LC reality with the team and follow up with a QnA session to better acquaint the team.
- The given agenda is an example and should be changed accordingly.
- Set team behaviors and expectations for better accountability for subsequent touchpoints.

Team Plan

- Provide any necessary materials beforehand.
- Make sure everyone in the team are engaged in the replanning.

6.2 Team Engagement

Team Spaces

- Team days/ chill days must be geared towards team building and bonding goals. Encourage communication within the team through a fleshed out plan to facilitate it.
- Team lead spaces are flexible and can be taken up by the team members.
- Provide any necessary material beforehand to save time.

6. TEAM PRACTICES



6.2 Team Engagement Team Spaces

- Keep the session interactive and encourage discussion
- Provide any educational materials beforehand
- Team coaching must be part of the team development plan - an ongoing process,
- Focus on practical learning
- Follow 70-20-10 (Practical-peer to peer-theoretical) Limit the information shared per meet. Try to hold several such spaces rather than loading it all in one. Make the outputs of the meet and communicate with the team

6.3. Team Performance Support System

- Team meetings must be geared towards peer to peer learning and discussion. 80% with the team leader are more centred on the individual member's development.
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- My future is a space for members to look back and decide on what they wish to do. Support and guide them but the end decision must be theirs.
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6. TEAM PRACTICES



6.4. Team Development

Team Development Activities

- LEAD Spaces: creating spaces to facilitate members' inner journey, in order to develop Leadership Qualities and live the values
- Team Meetings: facilitating frequent spaces for members to support each other in terms of operational gaps. Recommended to be weekly
- One-to-one: facilitating individual spaces for the members to reflect on their personal development and establish next steps forward. Recommended to be monthly
- Feedback: giving and receiving individual and team feedbacks and creating next steps for better relationships and performance. Recommended to be quarterly
- Forums: encouraging members to attend local and learning through networking
- Brainstorming sessions: allowing members to think national forums, more freely by gathering a list of ideas spontaneously contributed by its members.

6. TEAM PRACTICES



6.5. Team Closing Team Debrief

- What to focus on: ensure that the team gathered the basics of this experience and has it all documented and stored for the future team. It's more than data, it's a reflection of everything so it gives context.
- Conduct team closing to debrief the achievement as a team, reinforce the team engagement and reflect on the development of the team and individual through the experience.
- Reporting on results: gathering main achievements and non-achievements in terms of performance, as well as main learnings, organizing a planned strategic space.
- Team Development Review: recapping the journey and what happened in terms of development as a team.
- Feedback: giving and receiving individual and team feedback

Transition & Documentation

- **What to focus:** ensure that future team receives all that they need, from knowledge to tools and materials, from the current team.
- Knowledge and Skills Transition: ensuring to equip successors with key knowledge and skills needed for responsibilities and tasks.
- Documents and Tools Transition: transferring all meeting minutes, tracking tools and reports to the successors

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THANK YOU!