



*Francisca Salgado*



*Vice-Presidente de Recursos Humanos*



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Dear ESTIEMers, my name is Francisca, and I am currently finishing the second year of studies of IEM and an ESTIEMer for a year.

My path in ESTIEM began in the recruitment, where I instantly saw the effort that every member organizing was making, giving us the possibility to understand how the dynamic of the organization worked, and stepping us further in terms of getting out of the comfort zone by thinking outside the box and communicating efficiently with our group.

After I was accepted in the team, I joined External Relations and everything flowed naturally, because everyone was accepted with an open mind and with a space to grow and learn.

In the beginning, we had specific department trainings, where we learned technical skills to improve our work, and trainings for all the new members, which were mostly based on leadership, strategic thinking and how to give someone feedback.

With all of this soft and hard skills in our minds, the freshman started to create a special bond and an emotional connection with ESTIEM was made and kept us stronger there. The event that had the biggest impact on me was ReCom. I was part of the Activities team and long side my colleagues, we had to think of team-buildings, energizers, and provide all the participants, from Portugal, Spain, Italy and Netherlands, moments that would make their stay become even more memorable and special.

It was in ReCom that I knew and confirmed my qualities and what I really liked and was driven to. I can say the things I like the most in life are working with people and discovering their needs and finding a solution for them, and that's why I am applying to become the next Vice-President of Human Resources of LG Aveiro in 2019-2020. I believe I can make a positive impact in all the ESTIEMERS and make them believe in their true potential and helping them find the ways to be the best they can.

Having this said, I commit to:

- Understand every collaborator's motivation and expectations and help them to manage them and turning them possible.
- Create a clearer vision for students of what are ESTIEM's values, dimension and what it can offer, with different contents and more dynamic presentations, with the purpose of a future recruitment that captures more interested students.
- Organize during the first semester a meeting for every collaborator for a moment of reflexion and introspection with the objective to understand the level of everyone's commitment.
- Continue and making tradition meetings and dinners on Christmas, Enterro and for the final goodbye, to promote interpersonal connections and giving everyone the opportunity to socialize in a more casual environment.
- Maintain the partnerships with other LG's to share practices to help with each one's development and continue the great and valuable partnership with AEGIA and Jela.

I hope to continue the fantastic job that was made this past few years and aspire always higher for a better year and never giving up until I reach my and ESTIEM's goals. I look forward for a memorable year with all of you!

In high ESTIEM!



*European Students of Industrial Engineering and Management*

*2019/2020*