

CHESS X MANAGEMENT



In the midst of difficulty lies the opportunity - Albert Einstein

As I focused on writing this article, I thought about several aspects of how I could approach the subject in an expressive and clear way, I soon remembered the articulating game called chess. Right now you're probably wondering:

- What does chess have to do with crisis management, Larissa?

Well come on, in the series "The Queen's Gambit" the protagonist Beth Harmon, in which learned to play chess with the caretaker of the orphanage in which she lives, led the young woman to improve the game strategy. The plot directed by - Scott Frank, makes us reflect on good teachings to the business world, some say that the best leaders, in any sector, "are playing chess while everyone else is playing checkers." The character of the series is an inspiration for leaders in times of crisis where the important thing is to believe in yourself and not give up.¹

I can say that I am an admirer of the great revolutionaries who marked history in times of crisis, such as: Franklin D. Roosevelt - who led the government during most of the Great Depression, then Franklin D. Roosevelt set some measures and goals to get the American economy out of the crisis that had entered. Of course, I can't help but mention the government that was marked by the American Civil War, which created conflicts due to the issue of the expansion of slavery where Abraham Lincoln, 16^o, President of the United States, proclaimed the abolition of slave labor in his country.²

- Wow Larissa, I'm beginning to understand the importance of a Leader's life crisis.

Dear reader, I ask your immense attention to what I will say now! The crisis makes us more creative and at the same time brings us the vision of strategy of the future, where the figure of today's leader will not be the figure of tomorrow's leader, although his achievements are marked in the history of the time.

¹ This paper adopted the production of the miniseries directed by Scott Frank (The Queen's Gambit). ² "Leadership in times of crisis "written by Doris Kearns Goodwin, Record Publisher, 1^o Edition, Year 2020 - 558 pages. - which aimed to examine the trajectory of four American politicians: Abraham Lincoln, Theodore Roosevelt, Franklin Delano Roosevelt and Lyndon Johnson.

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The year 2020 challenged us in many ways, one of them was how to shape a new leadership in the midst of the health and economic crisis, I say this, because I saw this challenge up close in the educational institution in which I work and in which I also study, there was a reform in the organization's strategy. Although, I am only a mere assistant of the coordination of University courses, management has made me feel that I am a key piece within the cake mass.³

- What do you mean, Larissa? Key piece?

In the game of chess the Queen is considered the key piece of the game, but if we stop to analyze, all the pieces are of paramount importance to arrive at the checkmate, because no queen is queen without her subjects, That is, no company or management is a corporation without its employees.

- How amazing, Larissa!

- More to what extent has your management made you feel like a key player in this time of crisis?

Well, I can say that the moment I felt that way, was when management (leadership) made a conference with all the teams that make up all the sectors of the organization, and I, therefore, believe that the first step to go through the crisis is to gather its forces, that in this case was exactly what the Educational Institution held, gathered all its key pieces to reinforce and convey a new process strategy. Again you must be wondering:

- More Larissa, why is it difficult for other leaders to do the same in similar situations?

The funny thing is that this is the same question of an opponent who always lost in chess, the question is not the difficulty but the objectivity. For a leader to succeed, it is necessary to know where he wants to go, and to tread on this goal is necessary pillars indicators on which are linked in the Mission, Vision and Values. The three pillars that cannot be lacking in the figure of a leader: the mission of knowing why leadership exists, the vision is the dream with date to happen that can be understood as the final destination in which one wants to arrive, while values are the ethical and duties that motivate the leader to go forward.

³ Experiences in which he lives in the corporation in which I work, and which awakened a leader in me.

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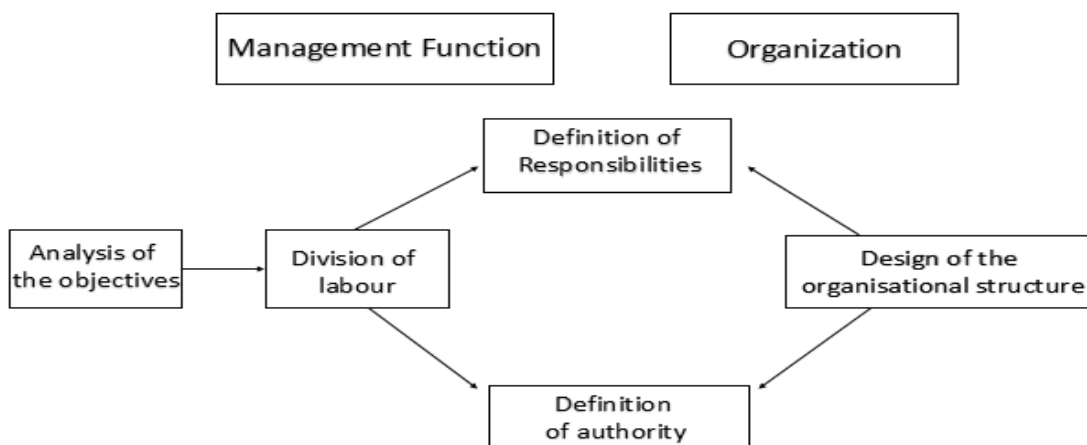
At the time of the crisis the Leader needs to be more attached to his pillars, a great demonstration of this is: A house without its well-structured pillars can collapse to the ground below.

While it is very impressive to see a person playing chess, we must not forget that he was not born knowing, every success result is matched by a great time of training, one must be trained, no one occupies the leadership position right from the start, I did not start as an administrative assistant, my first job was as a young apprentice, and over the years I have been trained to be an assistant and successively I am growing in knowledge.

In the pandemic caused by the Covid-19 virus, all members of the organization in which I work performed the activities remotely, that is, home office. I confess that this new method surprised me, because I pointed out that my results have redeveloped a lot, about my quality of life at work I can say that I am very satisfied, to be able to perform my tasks in the best way possible.

In my view, all organizations need to promote the quality of life for their employees, managing their teams with excellence.

So that you reader can understand better, below I present a flowchart in which visibly shows us the impact of managerial responsibility:⁴



Illustrative figure: Performed by the author.

⁴Figure illustrative based on the lessons taught by Prof. Walter Freoa, on orientation of the Human Resources Management course.

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It should be emphasized that in the face of this crisis that we are facing we need to take even more care of our mind, to prevent future diagnoses of mental illnesses. According to Albert Einstein - It is urgent to eliminate from the human mind the naive assumption that it is possible to get out of the serious crisis in which we are immersed, using the same thought that produced it.⁵

The pandemic has imposed on all of us a series of constraints, reflections, needs for adaptations and paradigm breaks. From this point on, we can understand that leaders need training in emotional intelligence to be able to deal with feelings and emotions in a lighter way.

According to Daniel Goleman, an American psychologist who helped popularize emotional intelligence, there are five key elements to this:⁶ self-awareness; self-regulation; motivation; empathy; social skills. The more a leader manages each of these areas, the greater his emotional intelligence.

- Our Larissa, now I understand why many do not have a successful Leadership!

Dear reader, I chose to talk about the management that I work in because in addition to being an institution that brings education to its students, it also greatly values the self-esteem of its employees, in this year 2021 I received the terrible news that my mother Eva Maria was diagnosed with cancer and automatically communicated my management, the welcome I got about my Leader was exceptional, because I imagine that I would not give an account about the emotional pressure of the family problem that I am facing, and even being family problems the company offered me free therapies.

So we can conclude that a successful management welcomes its leaders even in times of crisis, motivating each key piece of their game to move forward until the arrival of the splendid checkmate.

⁵Frase dictated by Albert Einstein, one of the fathers of modern science, and a human rights enthusiast. ⁶ "Emotional Intelligence" 1° Ed. Objetiva 1996 edition, written by Daniel Goleman.

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You who are young like me, do not give up on your dreams! Go forward going up every step of the way, always remembering that we are the future of tomorrow. It is you who will continue and it can mean a complete revolution in the world we live in, and especially in the way we relate to it. In this period of crisis, you will not learn but "discover", perhaps you are imagining now:

- Find out what?

Find out if you are the next powerful agent of positive social change!

Dear reader I write you this humble message so that you know that your VOICE is your power, that your indignation is your strength, and that your crying is your expression. We are the future chess players of tomorrow, today we are the key piece tomorrow we will be directing the strategy of the game, exploring more and more the advances of technology and practicality that it proposes to us.

We are the new generation that will prepare the world for the next and so successively shaping ever better a successful management.⁷

We will change world even in times of crisis, where your name will be written in the book of revolutionaries that changed history.

It was a great pleasure to share this knowledge with you, until next time!

I want to express my immense gratitude for the education that has impacted young people on this time, my thanks to family, friends and teachers. Without you I couldn't get to where I am, let's go ahead and change the world with education. A big hug.

⁷ A message for the young.