

Grizz Responses

- 1. If elected, what are the top three priorities you would focus on over the next two years? How do these priorities reflect your vision and align with the broader goals of the community?**

My top three priorities that I would focus are on recruitment, leadership engagement, and continually modernizing TAW towards today's gaming culture.

All three of my priorities focus on TAW continuing to grow and develop into a welcoming community where players can come to have fun in a structured, friendly and mature way. My vision will always be to make all gamers welcome and a place for friendship to flourish.

- 2. How do you plan to build upon previous leaders' work while integrating your vision to ensure a smooth and effective transition?**

I was fortunate enough to be a part of the leadership team for the past two years and able to help lay the groundwork with Caaran to stop our decline in members and rebuild TAW. I plan on continuing that work by maintaining consistency in our goals and maintaining a strong leadership team. I have full confidence that integrating my vision as previously answered will be a seamless transition.

- 3. Can you share a specific example of a difficult challenge you've navigated that highlights your leadership style and ability to achieve meaningful outcomes?**

In my career, I've faced numerous difficult challenges that have honed and shaped my leadership style. I was a Field Training Officer (FTO) for almost 4 years. The primary role of an FTO is to train a new recruit police officer up to the standards of being able to operate solely by themselves. As the FTO, I was solely responsible for their training, safety and education when they were assigned to me.

As most know, human adults vary greatly and do not all learn at the same. During my time as an FTO, I had several recruits that were difficult to train in their own ways. I learned in my leadership role that you must be flexible, creative, understanding, and patient. The leadership style that greatly reflects those attributes is servant style leadership. I applied this style of leadership by giving them the knowledge and tools they needed to succeed. Some needed more guidance than others, but in the end all of the recruits I had trained successfully were released on their own.

4. What unique skills or experiences from your personal or professional background make you well-suited to lead this diverse/global community?

My professional background has provided me with unique skills in conflict resolution, communication, and leadership. In my law enforcement career, I have spoken to hundreds of people from all different walks of life. Using my skills that I've acquired, I am able to look at situations from an outside unbiased view to create an objective outcome. Also, I am able to respect that no one is the same, no matter what culture, nationality or background, each of us has walked our own path, but in this community we share our love for gaming.

5. Reflecting on your past leadership roles, what key lessons have you learned, and how would you apply them in this position?

In my 8 years of service, I've served in many roles from DI to AC. I worked my way through ranks and learned key lessons along the way. First and foremost, treat people the way you would want to be treated. Not only do I think this is a key lesson for leadership, but one that everyone should apply to their daily lives. All of us want to be treated with respect, so treat others with respect. In leadership roles, you will undoubtedly deal with conflict. In conflict, people will always remember how they were treated rather than an unfavorable outcome for them. You'll never be able to please everyone but be respectful even in disagreement. I would apply these lessons in dealing with the community on a daily basis. As a CiC, decisions will have to be made that are for the betterment of TAW as whole and not for the individual. As hard as that can be on a personal level, the lessons I've learned can help mitigate an individual's discontent and obtain a mutual understanding.

6. What drives your passion for leading this community, and how would you engage and inspire others to rally behind your vision?

My passion for leading this community is to bring people together to enjoy gaming and create friendships with people that share the same interests. We've all heard it said at some point, "I joined for the game, but stayed for the friends". This is my story, the game I joined TAW for doesn't even exist anymore! But, I've stayed around for the friends that I've made and the camaraderie of TAW.

I want others to share that experience in making new friends, getting a break from real life, and enjoying themselves. I would engage and inspire the community by leading from the front by being a gamer and interacting throughout the community. I think all of us in TAW want a sense of belonging and this community has created that atmosphere.

Rowanrainsong Responses

- 1. If elected, what are the top three priorities you would focus on over the next two years? How do these priorities reflect your vision and align with the broader goals of the community?**

Building strong teams through training and mentoring, promoting our brand, and improving recruiting and member retention. My vision is to put TAW on the path of self-sufficiency through expansion of our Streaming, YouTube, and Shop to increase traffic, increase participation, and reduce the footprint of contributions required from the membership to keep us in business. We love gaming, let's have fun with it. We have so many talented people in the organization that can help us get there.

- 2. How do you plan to build upon previous leaders' work while integrating your vision to ensure a smooth and effective transition?**

I don't anticipate a big shake up of leaders, other than those retiring. That will maintain the status quo for the transition and we will work together to see where it goes from there. I believe in empowerment and setting expectations for achievement. Asking for SMART goals; specific, measurable, achievable, relevant, and time bound.

- 3. Can you share a specific example of a difficult challenge you've navigated that highlights your leadership style and ability to achieve meaningful outcomes?**

I've faced many difficult challenges over the years, and I've learned something from every one of them. When I was a newly appointed CO in ArcheAge, the other battalions entire leadership team was discharged, I was asked to step up to DO then DC. It was a big challenge, many people left after the shakeup and it was touch and go for a while, but I persisted, kept playing every day, promoted good people to support, kept recruiting, and we stabilized the Division and both battalions stayed strong for about 4 years until the game itself had issues and the remaining members transferred to another game before it was shut down. That was 10 years ago and some of the friends I made then are still here today. I've made plenty of mistakes, which is also part of learning and growing, but TAW gave me the support and guidance I needed to keep moving forward. I hope to give that support to the community to keep the whole of TAW moving forward.

4. What unique skills or experiences from your personal or professional background make you well-suited to lead this diverse/global community?

I ran my own business for a few years. Played in a band for several years--Working with musicians is about the same as gamers, right? Sometimes they are one and the same. Rock and roll is my genre of choice. I've worked in a professional capacity for my entire career, currently work as an IT professional and I've led many projects to a successful outcome. Prior to my current position, I worked as an International Sales Coordinator for several years and developed professional relationships with people around the world. I welcome diversity of all sorts.

5. Reflecting on your past leadership roles, what key lessons have you learned, and how would you apply them in this position?

Seek to understand before being understood--Always get both sides of a story. Keep the whole community in mind when making decisions whether that is your Division, Corps, Army, Ops, or the whole of TAW. I believe in the values of TAW--Honor, Friendship, Loyalty, and Fairplay. Integrity is very important to me. You may not always like my decisions, but I will always be honest and work hard to earn your trust as I hope you, my fellow members, will do the same in return. Model the behavior you want to see and that is what you will attract. Servant leadership is about lifting up everyone. We created a community that is worthy of keeping. Let's all do our part to keep it strong.

6. What drives your passion for leading this community, and how would you engage and inspire others to rally behind your vision?

To me TAW is more than just a gaming community, it's a place where we develop future leaders to continue this great organization, maintain lifelong friends, and provide the framework of opportunities to enjoy doing what they love. TAW is the sum of its people. I believe in setting goals and empowering leaders to build their teams to make it happen. There is nothing more satisfying than watching a member grow and achieve success. Every individual success is an achievement for the whole community.

Subrat Responses

- 1. If elected, what are the top three priorities you would focus on over the next two years? How do these priorities reflect your vision and align with the broader goals of the Community?**

Community: a unified body of individuals: a group of people with a common characteristic or interest

TAW is an awesome community; this is a unique blend of people from all over the world. With one common interest GAMING. We are all here to play video games and make friends. By inviting new members into our community, it will in turn help the community grow.

Finances: I would like to still continue to look at seeing if we can get set up as a 501c (3) non-profit. I would also like to look into getting the Twitch streaming and YouTube channel back going, and also get the TAW shop back working again. Also, I would like to work looking at the long-term financial management of our investments that are being made. Since all money made in TAW is used for the organizational expenses, while still transparent to the community about where we are standing.

Website: I would like to see how close we are to the final phases of the website. If not there yet, then what would be necessary to get a completed website. It would be great to see it finished, but even if we can get it as close to completed as possible it would be great also.

- 2. How do you plan to build upon previous leaders' work while integrating your vision to ensure a smooth and effective transition?**

I would talk with the current CiC to look and see where they left off with what they were trying to accomplish, and work on trying to finish up what is currently in progress. Then I would work on starting on some of the things I would like to see done over my two years as CiC.

- 3. Can you share a specific example of a difficult challenge you've navigated that highlights your leadership style and ability to achieve meaningful outcomes?**

I guess I would have to say, when I was back in the Raven Shield division. There were two us that wanted the Commanding Officer position of the division. Since this caused rifts in the staff. I just elected to remove myself from the position and return back to my XO position, and fulfill my duties until I transferred out to another division in VG. The long and short in my mind was, what was best for the unit to thrive, not me. I still feel the same way today. It is not what's best for me, but is best for TAW as a whole.

4. What unique skills or experiences from your personal or professional background make you well-suited to lead this diverse/global community?

I have been in the service-related industry for the last 27 years, in varying aspects. From die design, auto repair, and now working with the IT industry. In the last 5 years of being the owner of a business, you have to be flexible not only with employees, but also the customers that bring their devices in for service. They are putting their trust in you that you are going to do a good job to the best of your abilities. Being honest with your customers goes a very long way in your relationship with them. I believe the same would apply to leading TAW.

5. Reflecting on your past leadership roles, what key lessons have you learned, and how would you apply them in this position?

I would have to say that not jumping into a fast decision at the spur of the moment. Better to take in all the information first, then make a decision based on all the facts, information, and the opinions of my support staff on the way to proceed that has the best interest in mind.

6. What drives your passion for leading this community, and how would you engage and inspire others to rally behind your vision?

I have seen this community overcome many ups and downs over the years since I joined. One thing I have learned about the members of this community is that they are a resilient group of people that can overcome anything that is thrown our way. That is why I'm still here because I believe in the Taw community, and the members that make up this great community. It would be an honor and a privilege to be the next CiC of TAW.