

NEWSLETTER

October 2021



FONDACIJA

HASTOR

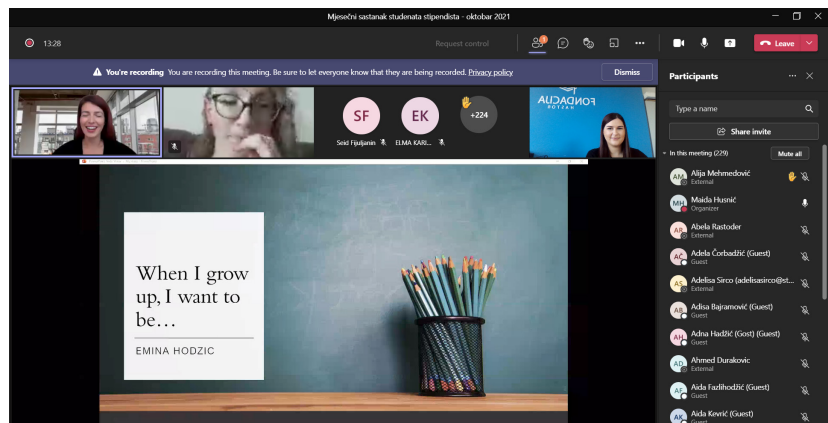
NEWS

MONTHLY MEETING OF SCHOLARSHIP HOLDERS

Monthly scholarship meetings have always offered students the opportunity to learn new and inspiring things, so at the monthly online meeting held on October 25, scholarship students listened to a very useful and motivating lecture by Emina Hodžić. As usual, this was preceded by an introductory speech held by Seid Fijuljanin, the director of Hastor Foundation.

He began the October meeting greeting all scholarship holders who have successfully completed the previous academic year. The Director announced to the scholarship holders that the Hastor Foundation has started signing scholarship contracts for a large number of elementary and high school students from various parts of Bosnia and Herzegovina who are part of our big family. In the process of signing the scholarship contract, the Hastor Foundation has the help of many scholarship holders, and the director expressed special gratitude to all students who've helped in this process.

The impressive number of 2207 scholarship holders in as many as 135 municipalities across Bosnia and Herzegovina will soon be higher, and at this month's meeting, the director of the Hastor Foundation announced a competition for new scholarship holders in the academic 2021/2022 year who are motivated to contribute to the work of the Hastor Foundation and the entire Bosnian society through volunteering, which is one of the main characteristics of the Foundation itself. At the end of the introductory speech, Director Seid wished good luck and success in the new academic year to all scholarship holders and left the meeting to an inspiring girl who has achieved extreme success in all fields, and that is Emina Hodžić.



WITH PERSISTENCE AND HARD WORK TOWARDS THE BEST VERSION OF YOURSELF

Emina Hodžić is a successful young girl from Sarajevo who, thanks to her hard work, has been recognized in many world companies and eventually found a dream job. Through a motivating lecture, Emina managed to show the scholarship holders how difficult each beginning is, but with our own efforts and commitment, we can achieve extraordinary results that will open many doors in our future professional life. Through a discussion with the scholarship holders, Emina advised them not to be afraid to step out of their comfort zone, which can greatly limit and restrain them, but to be brave and overcome their inner fears and dilemmas. Although it is not easy, Emina showed that with persistence and hard work we can all be the best version of ourselves, a version that will inspire and motivate others.

The October monthly meeting of scholarship holders passed in an inspiring spirit that will surely motivate many scholarship holders to work even harder on themselves and make the Hastor Foundation proud, which has always been a support and wind in the sails of its scholarship holders. We are looking forward to new scholarship holders who will undoubtedly make our family richer and bigger.

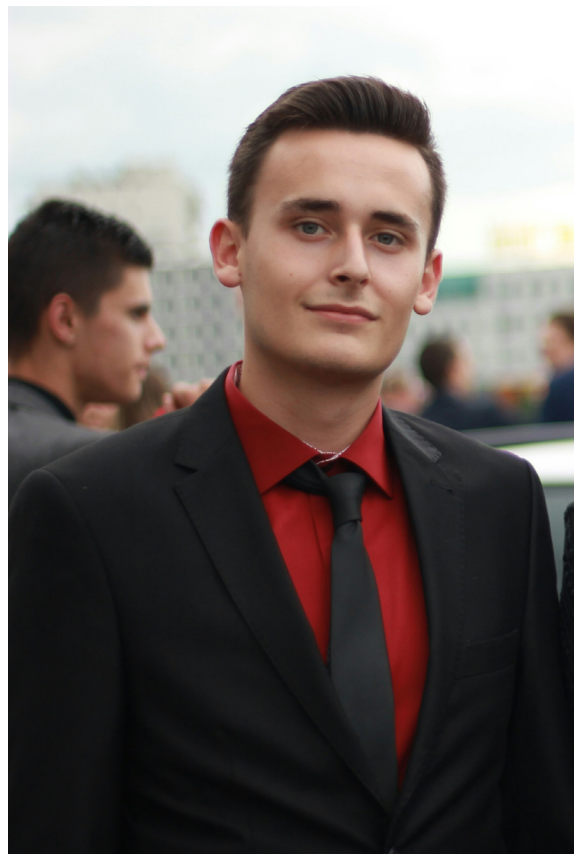
SCHOLARSHIP HOLDER OF THE MONTH

The Hastor Foundation boasts diligent, ambitious, and successful scholarship holders who achieve notable results in the fields of education and science. The Foundation's team consists of young people who contribute to its work, taking it to another level with their knowledge and skills. It is precisely these values and commitment towards the volunteering engagement within the Hastor Foundation that rewards scholarship holders each month with the title of the Scholar of the Month. Read below about the scholarship holder who took the title this month!

VEDIN KLOVO

We are extremely pleased to say that this month's most prominent scholarship holder has been part of the Hastor Foundation since its inception. He is an example of a student to whom the Foundation has become a true friend, and the collective and scholarship holders another family.

Scholarship holder Vedin Klovo comes from Goražde. He graduated from the Elementary School "Husein ef. Đozo" in Goražde. After that, he enrolled in Sarajevo College and continued his education in Sarajevo. After graduating from high school, he began studying at the Faculty of Electrical Engineering in Sarajevo, Department of Automatic Control and Electronics. The first cycle of studies ended with a grade point average of 8.56, and he is currently attending the second year of master studies at the same department. He is a member of the English translation team at the Foundation. Vedin believes that he would not be where he is now without the help, support, and motivation that the Foundation has unreservedly provided him all these years.



Through primary and secondary education, he participated in competitions in various subjects (mathematics, physics, informatics, and English), and as the greatest success in that field, he singles out the third place in the Federal Mathematics Competition. Vedin was also engaged in writing poetry and prose, winning various awards in competitions, which led to the publication of two books he authored. Through college education, the focus shifted to engineering, software development, and artificial intelligence. He is still improving in these fields through independent work, formal education, and his master's thesis.

Since the age of eighteen, our scholarship holder has been involved in freelancing. He has been writing online articles on technology for almost four years. After that, he started working as a business development manager in a Russian company that develops artificial intelligence solutions. He has been working there for a year and several months, and he has been promoted to the position of the chief business officer. Working very close to the industry that interests him most, he developed an interest in pursuing a career in the field of data science. The good news is that he has received many offers to get a formal job in the mentioned area.

After finalizing my master's studies, I plan to stay in Bosnia and Herzegovina, try to increase the interest of young people in artificial intelligence, but above all improve my knowledge by working on relevant projects.

SCHOLARSHIP HOLDER OF THE MONTH

Speaking about the Foundation, Vedin emphasizes that, with its help, he had amazing experiences, met many wonderful, talented and successful people, and had a chance to help younger scholars in choosing the right profession.

The role of the Foundation in my life and education is much broader than the financial stimulation itself. From the beginning, it was clear to me that the Foundation is a family where everyone helps and supports each other. When I became a college student and started attending monthly meetings with other fellow students, I met successful colleagues, listened to speeches by successful people from various industries, heard extraordinary life stories, and realized how unique the Foundation is in our region. Everything I heard at the monthly meetings also motivated me to go out in front of the audience and give a speech at two meetings, one on the topic of freelancing, and the other on the topic of working from home. I was surprised by the number of positive comments and the number of people who contacted me after the meetings to ask for advice. If at least one person uses my experience to start working and paying for living expenses and studying, I will consider it a great success because these are things that can be a turning point in someone's life, which happened to me specifically.

On September 18, 2021, on the occasion of the Liberation Day and the Day of the Bosnian-Podrinje Canton, Vedin had the honor of receiving the recognition of the Honorary Citizen of the Canton on behalf of Mr. Nijaz Hastor. He believes that representing the Hastor Foundation and Mr. Hastor in any context is a wonderful opportunity, especially when it comes to the most important day of the Bosnian-Podrinje Canton. Our scholarship holder had the opportunity to address the audience and meet a lot of successful people with whom he remained in contact.



I would like to tell the scholarship holders to view the Foundation as an opportunity to meet successful colleagues, establish business contacts, and as a family that puts the well-being of its members first. It is not gratifying to view the financial incentive of the Foundation as compensation for the volunteering hours invested. The foundation does not need those hours, and surely everyone would have less work without compulsory volunteering. Volunteering hours are intended for us, the scholarship holders. We have the opportunity to positively influence younger colleagues, perfect our skills through special volunteer teams, and hear something new at each monthly meeting. Unfortunately, this is the last 12 months of my formal membership in the Foundation, but I plan to stay in close contact with, and I find it difficult to remember a better address than the Foundation for any help, question, or seeking a partnership.

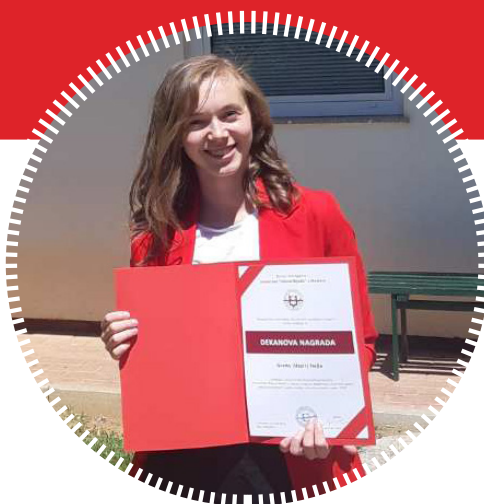
Over the past 15 years, Vedin has shown responsibility and willingness to help at all times. He has helped many younger fellows choose their path, which makes his mark in the Foundation indelible.

RAM – RUBRIC OF ACTIVE YOUTH



RAM is, by definition, the working memory of a computer. In Bosnia and Herzegovina, "the working memory" are the proactive and hard-working young people who stand as an example of the people our country needs. This rubric is intended to introduce the active and young scholarship holders of the Hastor Foundation, who, besides volunteering activities, do other amazing things, and, by doing so, represent the Foundation in the best way possible.

Organizational skills of our scholarship holders are not only brought to light during the academic year, but also after they complete all their classes and exams. To connect one's profession with socially useful productive work is by all means praiseworthy; and this is managed successfully by one of our scholarship holders.



NEJLA GRAHO

The scholarship holder Nejla Graho – coming from Gorani, near Konjic – is a student at the Department of Sport and Health at the Faculty of Education of the "Džemal Bijedić" University in Mostar. When she was in the first year of her college studies, Nejla became a senior national champion in karate and, in that same year, won the Dean's Award for the best student at the Faculty of Education. This year, she was a member of the mentorship program "Older brother, older sister", where the goal was to connect volunteers (older siblings) with children (younger siblings) so that they can establish a stable and caring relationship of mutual support. Such a goal was planned to be achieved in two ways: where volunteers work with children and specialists work with volunteers. Additionally, she was a coach at the gymnastics school "Make a move", took part in a five-kilometer race in Jablanica where she won the second place in her category, and, besides all of her extracurricular activities, managed to repeat the success from the first year once again by reaching the highest GPA.

My story as an athlete started 15 years ago in the place where I live. Back then, a sports club from Konjic had training session at a local school in Gorani which is located 27 kilometers from Konjic.

Nejla says that doing sports determined her path in life and that it is thanks to doing sports that she has travelled to many cities in Bosnia and Herzegovina and other surrounding countries. Thanks to medals won at national championships, she participated in Balkan competitions as a member of Bosnia and Herzegovina's national team and became a vice-champion of a Balkan school championship. However, she stresses that the most important thing is that she has met wonderful friends. Due to all these things, the only reasonable option for her was to enroll at the Department of Sport and Health upon graduating from the high school.

RAM - RUBRIC OF ACTIVE YOUTH

She decided to direct her love for sports and working with children towards organizing a summer school in her hometown. So, this summer, she established the Summer School of Sports for Elementary-School Children.

All training sessions were taking place in the courtyard of the Local elementary school "Gorani", where we practiced doing six types of sports: athletics, gymnastics, dancing, basketball, volleyball, and football. With that, we also had guests at our sessions; those were athletes who were showing skills from their fields and passing their knowledge to children. Besides training sessions, we had three fieldtrips – two fieldtrips took place at the stadium above the village, and the third one included going to Mostar. The Summer School of Sports was attended by 34 children from eight places. Monthly membership was only paid by one child per family, and the money collected from monthly payments was used for financing the equipment and partly paying for the bus tickets to Mostar. All of the equipment which had been bought was donated to the local school in Gorani. At the end of the school, accompanied by a music program (dancing and singing), we organized a ceremony of awarding medals and diplomas for children, and certificates of gratitude for the ones who supported the work of Summer School of Sports.

Nejla points out that huge joy and gratitude were expressed by the children and their parents at the end of the Summer School, and that she has a plan to continue with the project next year as well. She has set a goal to become the best version of herself by the end of her education, and what especially fulfills her is working with children and doing fitness exercises.

“

That is what I want to do, where I want to make progress and where I see myself in the future. At the same time, this would be my message to all the young people: do what you really love and what makes you happy in life, and try every day to make progress in what you are doing. If there is hard work, good results are unavoidable.

”



She says that her family is her biggest support in life, but that many things would not be possible without the Hastor Foundation, a scholarship holder of which she has been for eight years already.



“

All successes and awards are a result of constant hard work and support that the Hastor Foundation always provides. When each scholarship holder is motivated and cared for, it feels good. I am trying to make the Hastor Foundation proud with my hard work and to thank the Foundation properly for everything it has provided for me and my family all these years.

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We want Nejla to achieve all of her life goals, and the Hastor Foundation is always proud when its scholarship holders take the initiative to successfully organize socially useful events – especially when it comes to exercise and working with children.

INTERESTING FACTS

HOW TO COMMUNICATE SUCCESSFULLY – NEW RESEARCH FROM HARVARD

Researchers at Harvard University analysed several hundred online conversations of successful people to determine the characteristics of their performance. They found that there are seven tactics for conducting a successful conversation. Researchers consider the question "How are you?" unnecessary. The person who asks this question doesn't really care for the answer, while the person who answers does not want to answer honestly.

To have a meaningful conversation, the researchers believe that it is necessary to use the following seven tactics (models).

GET AWAY FROM THE NEWS

LIVE IN THE MOMENT AND
OBSERVE YOUR SURROUNDINGS

SHARE NEW THINGS

START A CONVERSATION
IMMEDIATELY

GET OFF TOPIC

Using the A.C.T criteria:

► **A (authenticity),**
there is authenticity

► **C (connection),**
there is a connection

► **T (taste).**
there is a topic that will leave an impression of who you are.

One such question is, "What are you looking forward to this week?"

Researchers from Harvard emphasize that it is important to avoid such questions (about sports, weather, etc.) because they become clichés, and many other, more important things are missed.

Take a look and see if there is an object or curiosity near you, an interesting painting, or something similar. Such an object can help to ask additional interesting questions.

The goal is to be original. If something really happened, share it with the person in the conversation, for example, "My child started riding a bike!"

Whenever you meet, talk immediately. Otherwise, someone else will take over the speaker role. What you say is also important.

Whatever topic you are talking about, your tone and gestures will also communicate. That's why it's important to look at the person you're talking to. If you do it over the phone, laugh, because that way you will leave the impression of a warm person

It is important during the conversation to learn to deviate from the topic in order to move the conversation to a higher level, from a less important thing to the more important one. That way, the conversation will flow effortlessly, and it won't be boring.

LET'S BE (MORE) COMPETITIVE!

In the 21st century, it's not enough to achieve great success in the process of education to make one attractive at an international level, level of studies, or level of employment. It can often be observed that recent bachelor's or master's degree graduates are unemployed, yet they applied and sent their biographies (Curriculum Vitae) to many job advertisements. Fewer and fewer young people know how to properly use the online resources they have at their disposal (e.g. proper email etiquette). This section's goal is to promote educations, seminars, and exchange programs, but also to show how international-level students work on self-improvement.

WHAT SKILLS DO EMPLOYERS WANT? (PART 2)

When employers look at a graduate's CV, they are focused on finding evidence of problem-solving and teamwork skills. NACE Job Outlook 2020 is a survey that shows that, in addition to the grade point average, the skills we just mentioned are the most important to employers. More than 91% of employer respondents require knowledge of problem-solving skills of the candidates they employ, and more than 86% want proof of skills to participate in teamwork. We bring you a list of the 5 most desirable skills according to this research, as well as tips on how to build and/or improve them. In addition to the listed skills, we also show you the percentages of surveyed employers who are looking for them.



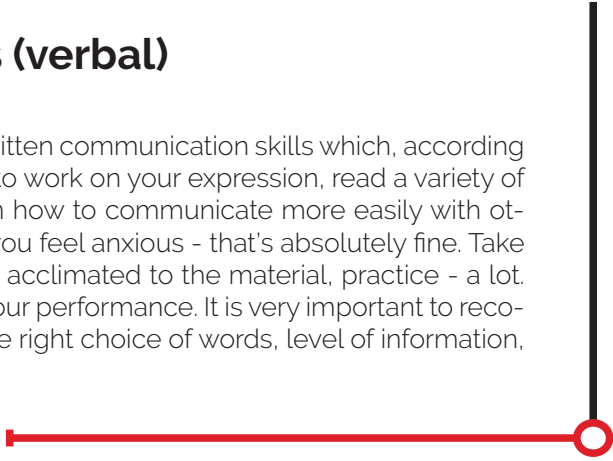
72,5 % Leadership

Good leaders can lead their team to meet goals effectively and on time, while respecting individual needs. They possess the best skills relevant to the tasks ahead of them in order to manage the different characters within the team and get everyone to work together to achieve a common goal. Examples of some of the qualities that leaders have are: active listening, excellent communication and interpersonal skills, dispute resolution, compassion, organization, honesty, and also possessing relevant knowledge. If you want to develop your leadership skills, there are several ways to do it.

Problem solving requires a methodical approach to the challenge, step by step. To advance as a leader, you must make learning your priority and develop a professional development plan. No matter how busy you are, you should always find time to study. Replace 10 minutes of unnecessary browsing on your phone and read a book, read articles, or watch leadership videos instead. Better yet, schedule study time on your calendar. Janson lives by the "plan work and work according to plan" rule. When you create a plan for your development, you are more likely to stick to it.

69,6 % Communication skills (verbal)

Verbal communication skills are in 7th place compared to written communication skills which, according to this research, rank 5th. To improve these skills, you need to work on your expression, read a variety of literature, or even enroll in a course that can help you learn how to communicate more easily with others. If you need to present something very important and you feel anxious - that's absolutely fine. Take the time to review your notes a few times, and once you've acclimated to the material, practice - a lot. Record yourself on video or invite a friend over to evaluate your performance. It is very important to recognize who your audience is - this will help you determine the right choice of words, level of information, way of organization and motivational statement.



LET'S BE (MORE) COMPETITIVE!



69,6 % Initiative

Initiative is just as important as communication skills, according to respondents. Various studies have shown that people who have a long-term career plan are more likely to take initiative. Professionals who know what they want and where they want to go are much more likely to show initiative at work, especially when an action or decision will help them achieve their career goals. When you know what you want to achieve, integrate your career goals with your personal goals so you have something to work on. (In your private life, the key to developing an initiative is setting clear personal goals and then constantly working to achieve them.)


67,6 % Detail orientation

Even before the interview you have the opportunity to show that you are detail oriented. By ensuring that your CV and cover letter do not contain grammatical and spelling errors and that they contain details relevant to the job description, you are showing that details are important to you. Arriving on time for the interview shows that you paid attention when you were given details about the time and place of the interview. It also shows that you respect the interviewer's time and give priority to meeting deadlines. Another way you can become more detail-oriented is to use a task management system. Calendars, planners, and to-do lists prioritize and organize the tasks you need to complete and their deadlines. This will help you avoid missing important deadlines. You can also try to add detailed notes on what to do for each task, so you don't miss or forget smaller details while completing each task.



65,7 % Technical skills

To improve your technical skills and knowledge, you can read technical books and magazines. Whether you are a beginner or more experienced, you need to set aside a bit of time to read. Undoubtedly, a book on a certain topic is always a rich source of information. In addition, you can study periodicals and thus gain knowledge about practical uses in industry. You may find it difficult to understand some of the new features at first, but you can seek help from experts available on social networking sites or in your environment. Make reading your habit. For each product or technology, you have learned, try to analyze how it happened, what was newly introduced, how it was designed. When you try to find out these factors, you will automatically improve your technical skills. Research and development are also great means to improve your skills, so don't be afraid to make mistakes.



Next month we will share with you the next 5 skills, ranked 11th to 15th, and give you tips on how to improve them.

THROUGH THE LENS



Ajla Imamović



Amina Ahmetagić



Alma Čosić



Amina Skomorac



Minea Grbo

THE POETIC CORNER

Defeat in Reflection

The lake trembled from fear
While You walked on the shore.

The mud on which You trod
Could have taken the courage from your boots.

If only You had slipped,
The freezing water would have embraced You.
But instead, You stopped.

Seeing that branches do that,
You also desired to see what they admired so much.

Your sight descended towards the depths
And saw Yourself – a spring flower,
Being in fall and October

Do You really believe that your eyes are so warm
While fierce winds blew, and leaves fell?

You observed, observed and observed
Joyous for seeing a naive woman in the mirror

Unconscious that between You and the water, a desire stands
Long were you intoxicated.
Unconscious that only one step forward distances You
From the defeat of Your own reflection.
If You only knew earlier
The dangers of swimming in the waters of deception.

The lake trembled from fear.

Nedžma Latić

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