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# ENGINEERING LEADERSHIP - MAKING THE TRANSITION FROM ENGINEER TO LEADER



## YOU WILL LEARN HOW TO:

- Shift from a technical to a people expert
  - Lead engineers and technical professionals
  - Gain a valuable toolbox of skills and tools to:
    - Assess and identify emerging leaders
    - Implement work life balance for yourself and your staff
    - Assess the personality types of your people
    - Use your knowledge of personality types to communicate to difficult people
    - Use your knowledge of personality types align the values of your people with those of your organisation
    - Use 10 different coaching tools to assess, develop and motivate every person on your team
  - Use 6 straight forward time management steps that can double your team's productivity
  - Make conflict work for you and not against you
  - Apply the 5 steps of a professional coaching framework to coach the emerging leaders in your organisation
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## The Workshop

This workshop is designed for the mid level managers and technical professionals who want to update their leadership skills and position themselves to adopt a leadership role in their organisation. Most engineers will spend the majority of their careers in some leadership capacity, most are dissatisfied with the transition from engineer to leader. Much of this frustration is the result of a lack of preparation and training.

This workshop examines the importance of creating results through people by starting with personal leadership and then growing to being a leader of people. The key components of effective leadership is the ability to develop, motivate and equip people by being able to communicate clearly, manage conflict, develop creativity and coach effectively. You will gain the knowledge and resources to immediately put these components into practice.

## Practical Sessions

Throughout the course you will participate in hands-on exercises, which will help you put theory to practice immediately!

***To gain full value from this workshop, please bring your laptop/notebook computer.***

## The Program

### DAY ONE

#### ENGINEER TO LEADER - CHANGING PARADIGMS

- How is leadership for engineers different?
- Engineer to leader
- The leadership imperative
- What is leadership?

#### PERSONAL LEADERSHIP: PART 1

- What is personal leadership?
- The cause and effect equation
- Be -> Do -> Have
- Setting goals

#### PERSONAL LEADERSHIP: PART 2

- Time management / activity management
- Life balance
- Personality traits of exceptional leaders
- 3 stages of leadership influence

#### BEING PEOPLE SMART: PART 1

- Understanding behavioural styles
- Your personal behavioural profile report

#### BEING PEOPLE SMART: PART 2

- Team building with behavioural profiles
- Assessing behavioural profiles
- Using the people smart toolbox

#### COMMUNICATION SKILLS

- Understanding how behavioural profiles effect communication
- The communication process
- The power of questions
- Active listening skills

### DAY TWO

#### NONVERBAL COMMUNICATION AND RAPPORT

- Reading nonverbal communication
- Using tonality patterns
- The power of rapport

#### AUTHENTIC COMMUNICATION

- Authentic interaction - The Johari Window
- The power of constructive feedback
- Three basic styles of communication

#### CONFLICT MANAGEMENT SKILLS

- Sources of conflict
- Five conflict management styles
- Assessing your conflict management style
- Growing with constructive conflict
- Collaboration as a way of life

#### CREATIVITY DEVELOPMENT

- Principles of creativity
- Brainstorming techniques
- Brainwriting
- Problem solving

#### COACHING FOR GROWTH: PART 1

- Sport and the coaching model
- Five areas of coaching
- Performance centred coaching

#### COACHING FOR GROWTH: PART 2

- The role of questions
- Metaphor outlines
- Useful coaching models / tools