
LEADING YOUR ENGINEERING TEAM TO TOP PERFORMANCE



YOU WILL LEARN HOW TO:

- Develop a high performance engineering team
- Improve team communications
- Grow superb problem solving abilities
- Make quicker and better decisions as a team
- Resolve team conflicts
- Manage and keep a high performance team
- Identify team weaknesses and strengths
- Improve team productivity and time management

WHO SHOULD ATTEND:

This program is intended for those who want to build up their engineering team and operate at peak performance. You will learn how to develop and lead teams and avoid the pitfalls of unsuccessful teamwork. Individuals will learn how to be effective team players.

This workshop is aimed at:

- Engineering Professionals
- Technical Personnel
- Maintenance/Supervisory Managers
- Project Team Members in:
 - Manufacturing
 - Mining
 - Process industries
 - Research and development utilities
 - Local authorities

The Workshop

One of the great truths of life is our interdependence. Everything we accomplish within a company is through the efforts of people working together. No matter how technologically advanced we are, especially in the engineering world, we have to work together effectively as a team, and effective teams are made up of effective members.

Engineers and technical professionals are notoriously bad at working together in teams and this workshop is a great opportunity to learn and then apply the skills of working in a high performance engineering team.

The workshop consists of eight modules containing instruction on the key principles, skill assessments, participative discussions and many, many exercises and case studies to make the training come alive and ensure that you can apply your skills to your job immediately. The program is designed to be fun and dynamic as well as strongly beneficial to you working with your engineering team.

On this workshop you will learn the basic and critical team skills which will enable you to make a much greater contribution to the success of your engineering team.

Practical Sessions

Eight practical and group exercises will be completed. All exercises focus on engineering team building and cater to the unique demands placed on engineering professionals today.

- Race for Truth
- Illusions
- Group Survival Exercise
- Gum Art
- Mine Field
- Totem Truths
- Bafa Bafa
- Meyers-Briggs

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

The Program

DAY ONE

INTRODUCTION TO ENGINEERING TEAM BUILDING

WHAT MAKES AN ENGINEERING TEAM DIFFERENT

RADIANT THINKING FOR ENGINEERS

- Introduction to radiant thinking

Case Study

- Group discussion - how to use and apply lateral thinking
- Group exercise - mind mapping

Practical Session: Race for Truth

EFFECTIVE COMMUNICATION

- Communication styles
- Barriers to communication

Case Studies

- Understanding the skill of listening
- Nonverbal behaviours of communication
- Speaking effectively and providing successful feedback
- Improved questioning techniques
- Team communication

Practical Session: Illusions Meyers-Briggs

MEYERS-BRIGGS TYPE INDICATOR

- Personality types
- Benefits for engineers
- Group discussion

TEAM MANAGEMENT PROFILE

- Identifying your role in the organisation
- Group dynamics in actions

Case Study

- Personal improvement plan within the group process
- Strengths and weaknesses
- Team management wheel

Practical Session: Group Survival Exercise

DAY TWO

EMOTIONAL INTELLIGENCE

- Four domains of emotional intelligence
- Assessing and measuring emotional intelligence
- EI in the engineering context

Case Study

Practical Session: Gum Art

CONFLICT RESOLUTION

- Root cause analysis
- Assessing conflict styles
- Attribution theory
- Handling engineering team conflict
- Principles and processes of conflict resolution
- Skills for team-based problem-solving

Case Study

Practical Session: Mine Field

GOALS AND OBJECTIVES

- Group brainstorming techniques
- Decision making principles
- Objectives and time frames
- Time matrix for engineers
- Time wasting activities
- Progress reporting
- Delegation and follow up techniques

Practical Session: Totem Truths

NEGOTIATION FOR ENGINEERS

- How to create win-win negotiation skills

Case Study

- Learning about your negotiation style
- Guidelines and challenges to effective negotiation

Practical Session: Bafa Bafa