

ASEM Webinar - Academic Partnership Series

Strategies for Becoming an Effective Engineering Manager

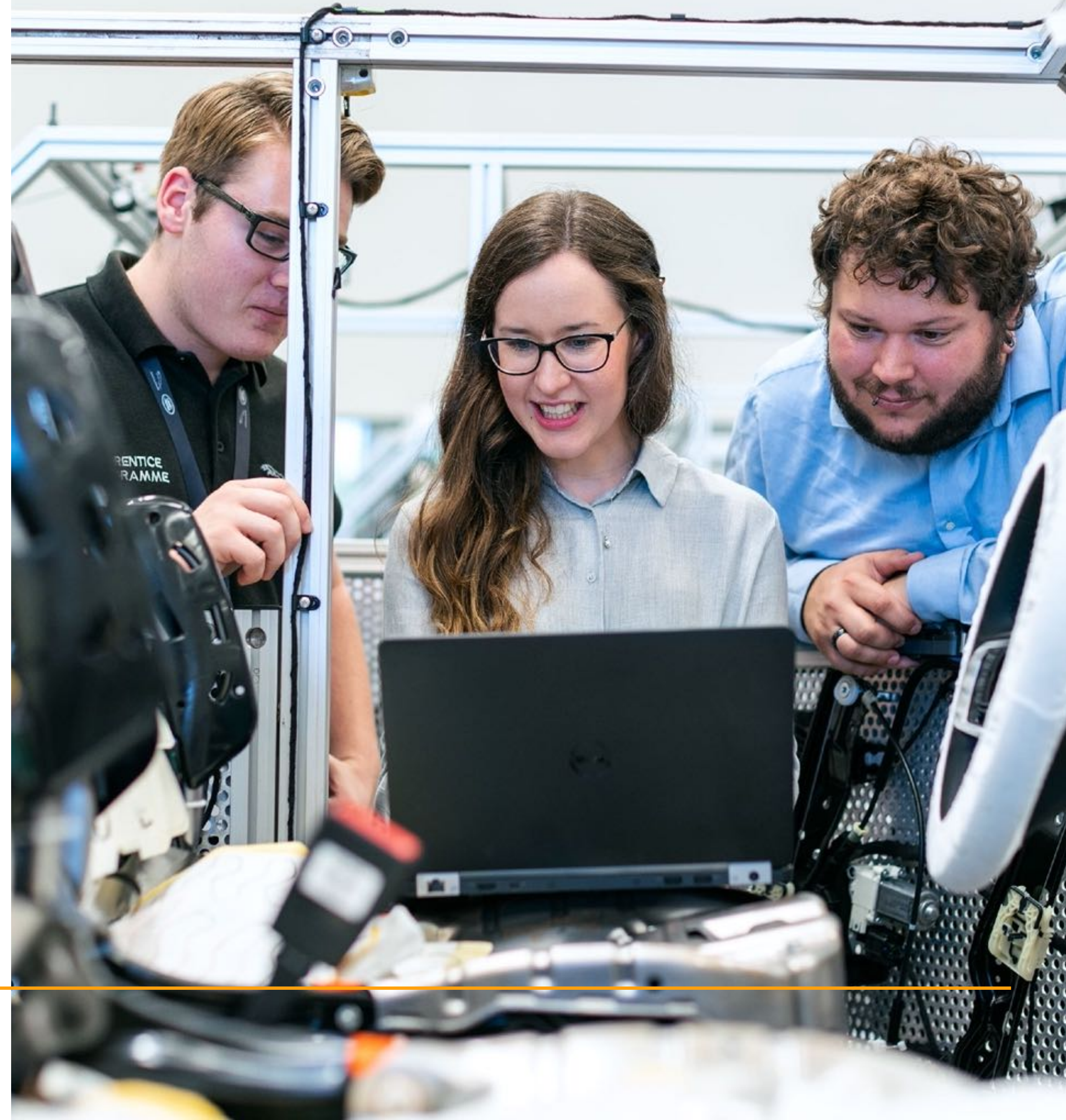


THE ENGINEERING &
LEADERSHIP PROJECT

PAT SWEET, P.ENG., MBA, CSEP, PMP

Goal for today

To teach some of the **key skills and knowledge** you need to develop today in order to **become effective engineering managers** tomorrow.





Topics

What we'll discuss

- The difference between management and leadership
- Practical leadership skills
- Self-management skills



Leadership vs. Management

What's the difference between **leadership** and **management**?



Leadership vs. Management

Leadership

- Doing the right things
- What and Why?
- Mission and Vision
- Strategic
- Change
- Support and inspiration
- Future-oriented
- Big picture

Management

- Doing things right
- How, Who, Where, and When?
- Plans
- Tactical
- Control
- Direction
- Focused on the day-to-day
- Detail-oriented



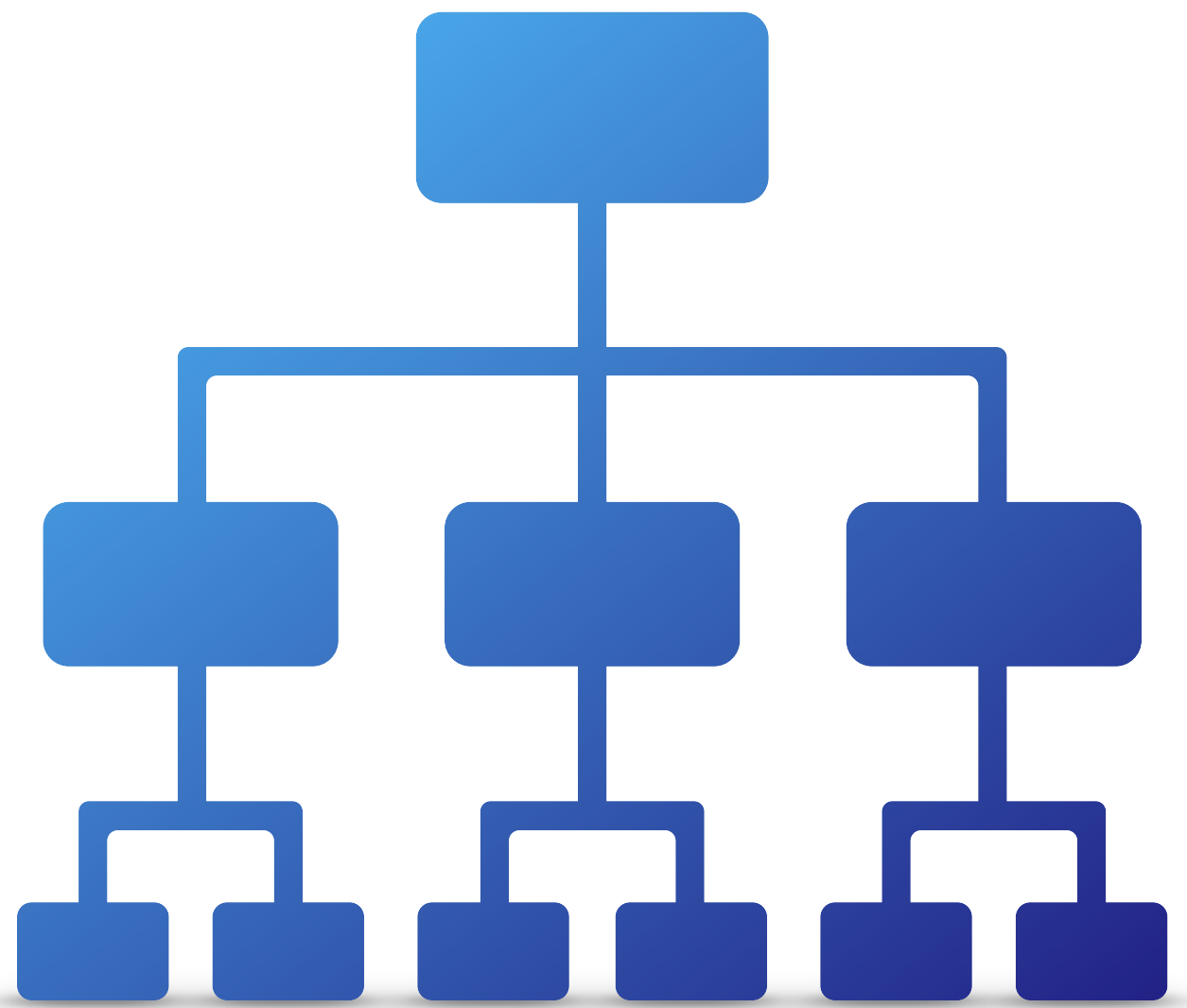
Leadership vs. Management

Leadership



A PRACTICE

Management



A POSITION

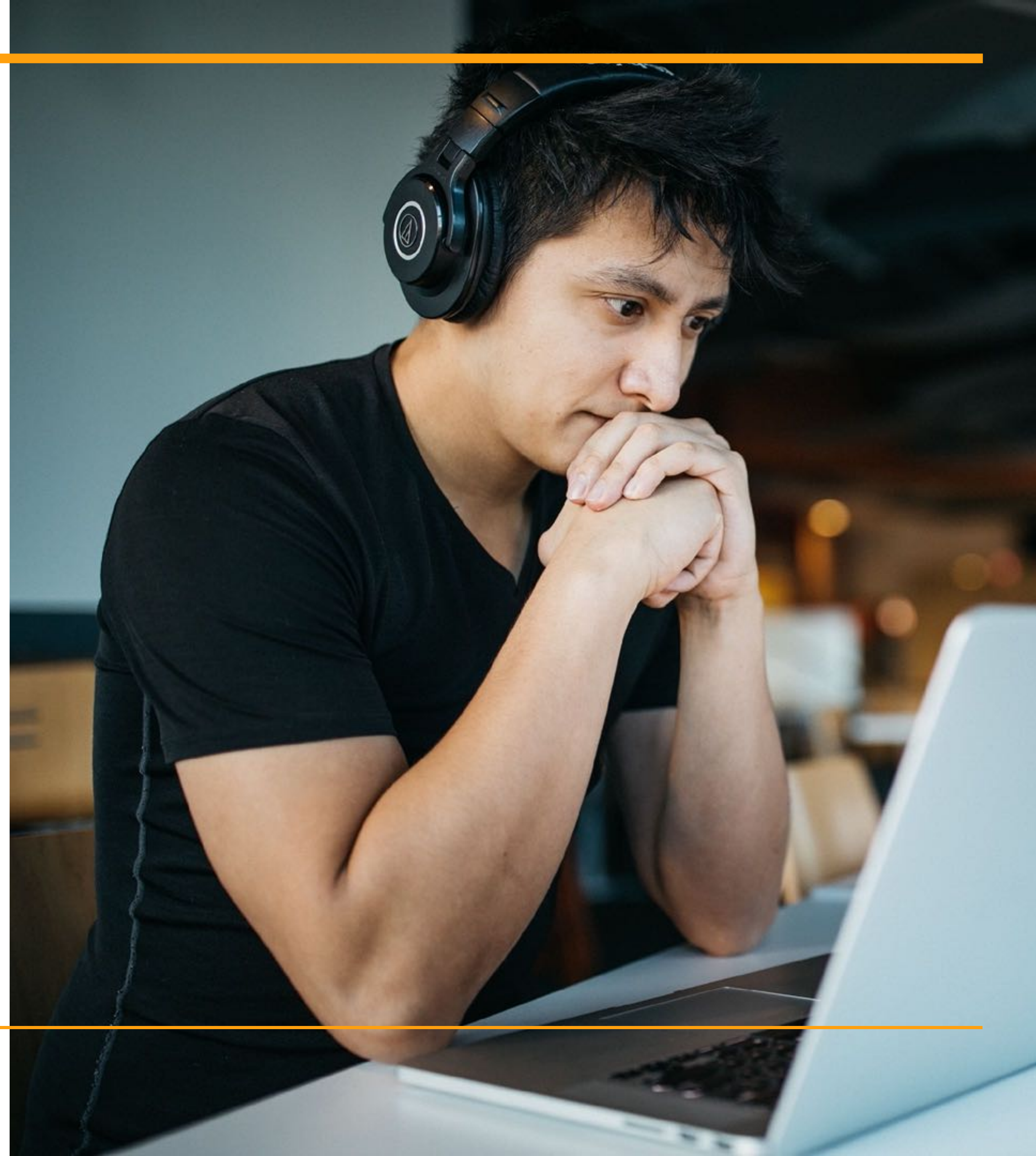
Leadership vs. Management

The **best managers are also leaders**, and **you can learn to lead** no matter where you are in your career.



Developing Practical Leadership Skills

How can you start to develop your **leadership skills** now?



Developing Practical Leadership Skills

Strategies

1. Find your why
2. Develop a vision
3. Sharpen the saw
4. Connect with your team
5. Find a coach or mentor
6. Look for opportunities





Find Your Why

What's Important To You?

- Your “why” speaks to your values
- What do you believe is fundamentally good? Important? Worthy? Essential?
- Who do you serve?
- Where do you spend your money?
- What do you spend your free time on?
- What are you willing to wait for?
- What are you willing to travel for?



PROJECT

THIS IS WHY

SERVE, PROTECT, GROW, LEAD

DATE

TODAY

CLIENT

GOD, LMC, CANADA, FAMILY, ME



Develop Your Vision

What's the Future Look Like?

- Can be applied universally
- Think about what you complain about
- What does “better” look like for you?
- Challenge
 - 1 Page
 - 1 Paragraph
 - 1 Sentence



Sharpen the Saw Get Better Every Day

- Invest in your expertise for the benefit of your team
- Read in your field
- Attend conferences and webinars
- Join societies
- Earn designations
- Take courses

Connect

Get to Know Your Team

Followers are ultimately **vulnerable** to their leaders.

This makes **trust** critical.

1. Know
2. Like/ Respect
3. Trust



Coaching and Mentoring Get Support

- Gather lessons learned
- Get a roadmap
- Build relationships
- Grow knowledge
- Remove roadblocks
- Injects accountability





Find Opportunities Learn to Do by Doing

- New projects or initiatives at work
- Community or volunteer organizations
- Schools
- Faith-based organizations
- P.E. Chapter
- Coaching or teaching others
- Engineers Without Borders
- Professional Societies' executive or working groups

Self-Management Skills

Learn to **manage others** by first **managing yourself**.





Managing Yourself

Strategies for Self-Management

- Goal Setting
- Habit Hacking
- Continuous Improvement

Goal Setting

The SMARTER Framework

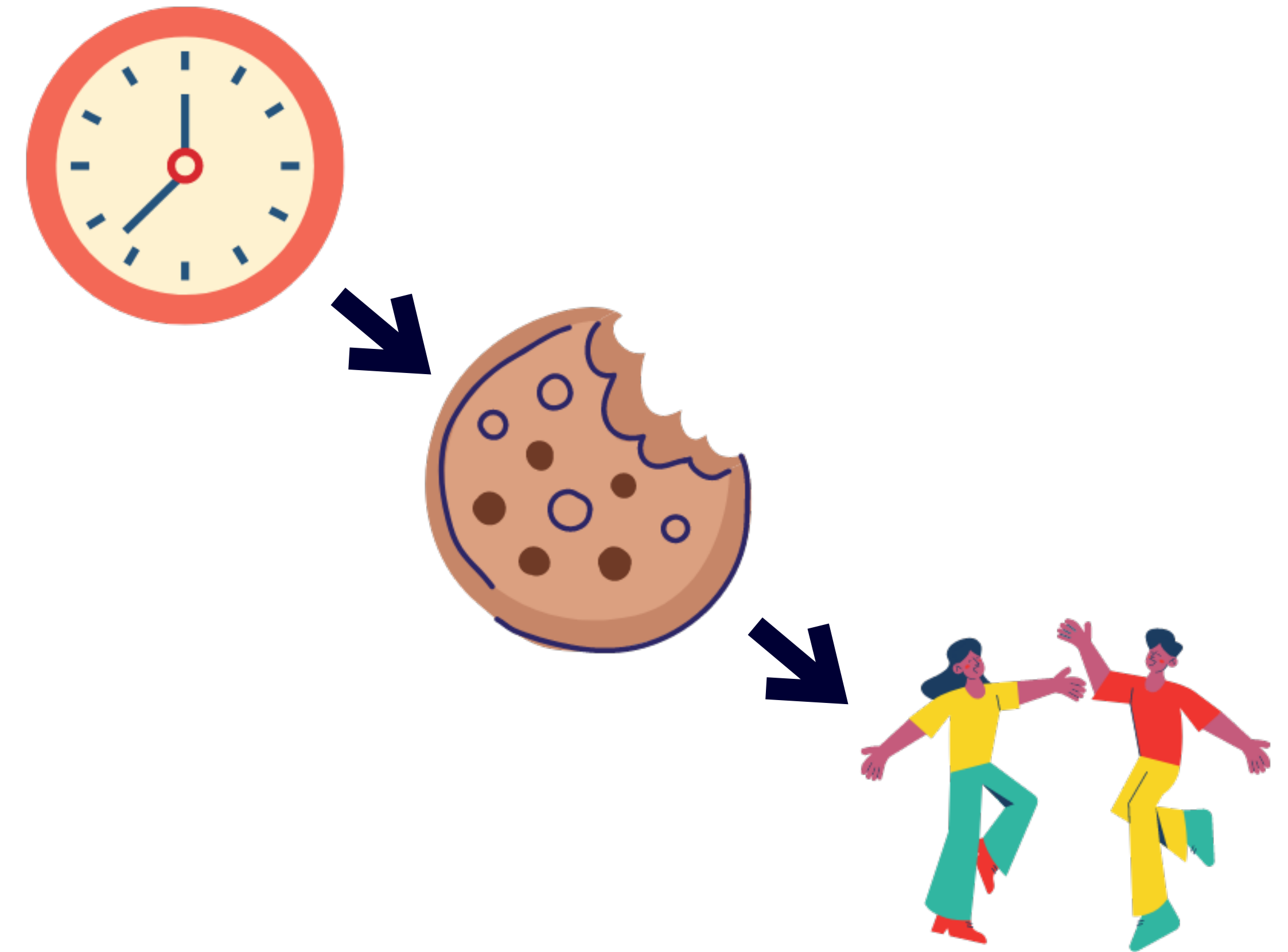


- Goals for performance and development
- 3-5 of each
- S = Specific
- M = Measurable
- A = Actionable
- R = Relevant
- T = Time-keyed
- E = Exciting
- R = Risky



Habit Hacking

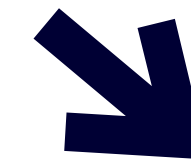
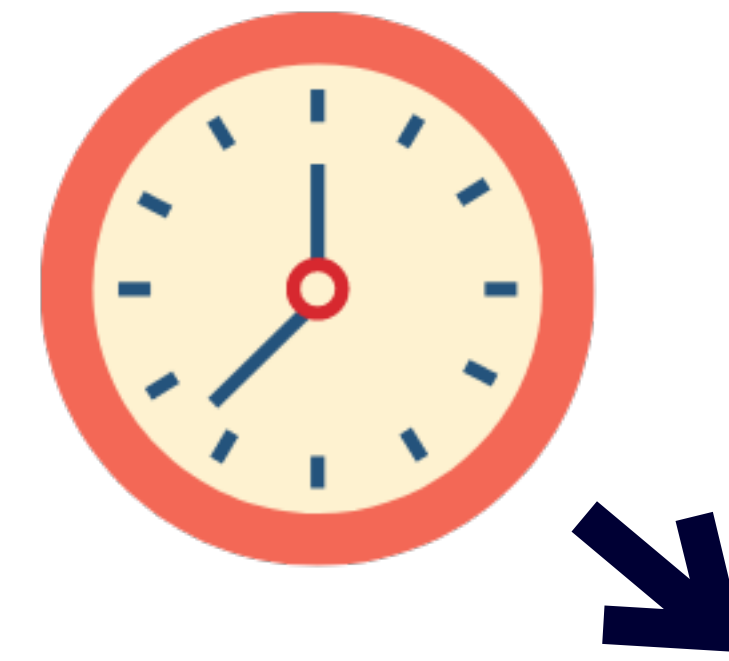
Taking Advantage of Autopilot





Habit Hacking

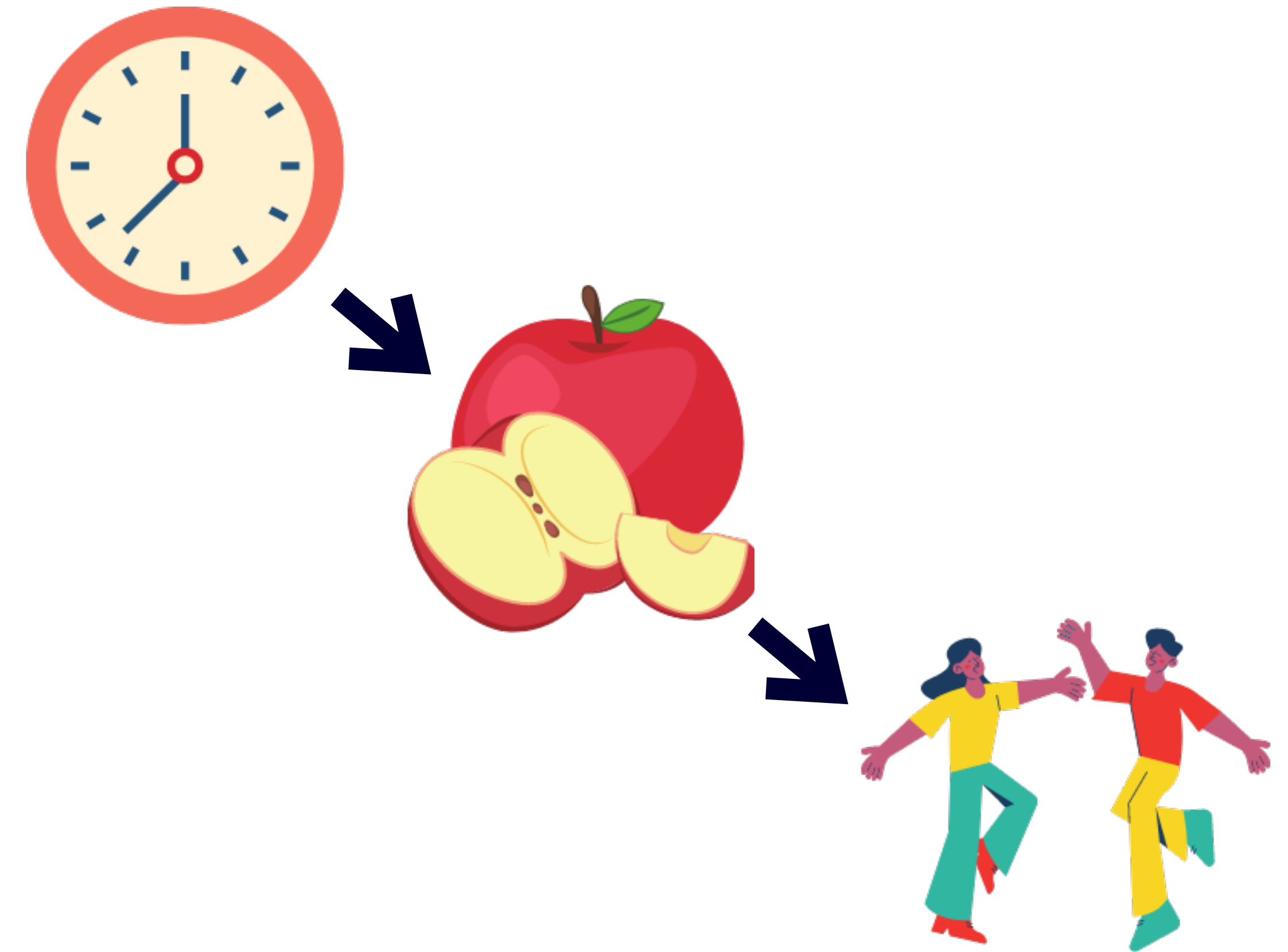
Taking Advantage of Autopilot





Habit Hacking

Taking Advantage of Autopilot



Continuous Improvement Better Every Day



- Schedule time for reflection
 - Goals
 - Habits
- What worked?
- What didn't?
- What action will you take to reinforce the good and avoid the bad?
- Make a weekly coffee date with yourself to start

Next Steps

What you can do next to become an **effective engineering manager?**



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Next Steps

Where To Go Next

Free eBook: **Engineering Leadership 101**

<https://www.EngineeringAndLeadership.com/leadership101>

Podcast, articles, resources, coaching, courses, and consulting:

<https://www.EngineeringAndLeadership.com/>

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