

# LEADING YOUR ENGINEERING TEAM TO TOP PERFORMANCE



## YOU WILL LEARN:

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

## WHO SHOULD ATTEND:

This program is intended for all individuals who have a stake in building successful engineering teams. Managers and leaders will learn how to develop and lead teams and avoid the pitfalls of unsuccessful teams. 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
  - process industries
  - research & 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. Effective teams are made up of effective members. Engineers and technical professionals are notoriously bad at working together in teams and this course 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 you complete the training. The program is designed to be fun and dynamic as well as strongly beneficial to you working in 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

Several personal and group exercises will be completed throughout the workshop. All exercises are interpreted within a team-building context and will add to the teleology of the team building objectives.

Exercises include:

- Mine Field - Blindfolded in a Mine Field.
- Zoom - Requires patience, communication, and trying to understand from another's point of view in order to recreate the sequence.
- Stranded in the Desert - Survival Metaphor for the 21st Century
- Amoeba Race - A simple, close physical contact group cooperation activity
- Group Mandala - Group Dynamics Exercise

## ON-SITE TRAINING

- ✓ **SAVE** over 50% by having an IDC workshop presented at your premises.
- ✓ Customise the training to **YOUR** workplace.
- ✓ Have the training delivered when and where you need it.

Contact us for a **FREE** proposal.

## THE PROGRAM

### INTRODUCTION TO ENGINEERING TEAM BUILDING

### WHAT MAKES AN ENGINEERING TEAM DIFFERENT

### RADIANT THINKING FOR ENGINEERS

- Introduction to Radiant Thinking
- Group Discussion - How to use and apply Lateral Thinking
- Group Exercise - Mind Mapping

### EFFECTIVE COMMUNICATION

- Communication Styles
- Barriers to Communication
- Understanding the Skill of Listening
- Nonverbal Behaviors of Communication
- Speaking Effectively and Providing Successful Feedback
- Improved Questioning Techniques
- Team Communication

### MYERS-BRIGGS TYPE INDICATOR

- Personality Types
- Benefits for Engineers
- Group Discussion

### TEAM MANAGEMENT PROFILE

- Identifying your role in the organization
- Group Dynamics in Actions
- Personal improvement plan within the Group Process
- Strengths and Weaknesses
- Team Management Wheel

### EMOTIONAL INTELLIGENCE

- Four Domains of Emotional Intelligence
- Assessing and Measuring Emotional Intelligence
- EI in the Engineering Context

### 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

### 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

### NEGOTIATION FOR ENGINEERS

- How to create win-win negotiation Skills
- Learning about your negotiation style
- Guidelines and challenges to effective negotiation

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*Very instructive and well presented workshop.*

Peet du Plessis

*The practical, real life examples and their relationship to current theoretical thinking was useful. The instructor really knows his stuff!*

David Ditchfield

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