



Engineers at some point in their career find themselves in a leadership role. They are exposed to the demands of and controlling complex projects and by far the biggest challenge, leading people.

If you want to learn how to enable your team to become the very best they can be, build relationships based on trust and have them tirelessly work towards achieving the collective goal because they want to, then this is for you.

This course is for engineers delivered by engineers. The facilitators are both engineers and attest to the value of this approach.

Often upon reflection, these are skills you wish that you had learned or developed sooner. This is a valuable addition to the leadership journey you have embarked on.

TRUE LEADERSHIP® FOR ENGINEERING TEAMS is a four day authentic leadership programme designed by Coaching Café. The programme is designed to develop leaders so that their ability to lead is enhanced by truly understanding themselves, those they lead and the company they serve. In order to cover all these aspects, the programme focuses on emotional, relationship and organisational intelligence.

In our experience, these types of intelligence form the cornerstone of great leadership. Therefore, the course consists of a Self Leadership component and a Team Leadership component both of which are focused on contributing to the growth and performance of the its culture and its people.



Self Leadership

Self leaders are constantly developing self-awareness, self-confidence, resilience, their ability to learn and grow and their ability to relate to others in a variety of ways. Self-awareness is about knowing your intentions and your values, as well as knowing what can 'push your buttons' and derail you.

Team Leadership

Leaders of teams effectively engage their teams by using the goals and the culture of the organisation as a framework for growing those they lead. Their intent is to enable those they lead to achieve personal fulfilment and to maximise their collective contribution to the organisation.

Learning Objectives

- What are the Keys to True Leadership® and how are they applied?
- Learn about how the Keys to True Leadership® promote resilience.
- Using the Keys to True Leadership® to understand, to connect with and relate to others.
- Appreciating and working with difference.
- The skill of listening and why it is so important to listen to others.
- The skill of observing and analysing to improve your understanding of others.
- Learn why high-trust relationships are important and how to create them.
- How to continuously position and grow your team as the unit of engagement and performance.
- How to enhance the engagement of individuals.
- How to identify the focus and style of leadership interactions and conversations.
- How applying True Leadership® builds team and organisational resilience and learning.
- How to determine the need for organisational support for individuals and teams.



Duration

- Four day training programme.
- Gallup assessment prior to the programme.

Facilitators

Suja Joseph-Malherbe has a BSc.Eng. degree from the University of Witwatersrand and a M.Eng. from the University of Johannesburg. She spent the bulk of her career working as an electronic engineer, and later as a systems engineer in the defense and commercial sectors. Systems engineering is close to her heart. Her involvement in INCOSE reflects her passion for the industry. Suja is an INCOSE Certified Systems Engineering Professional. She served on the INCOSE International board of directors as Chair of the Policy Management Committee. She was the President of the INCOSE South Africa Chapter (2017 - 2018). She continues to serve on the chapter management committee in her capacity as Immediate Past President. Suja has an appetite for knowledge on leadership and dealing with complexity and is an ardent reader on these topics.

Alwyn Smit has a B.Eng. degree from the University of Stellenbosch and is registered with the Engineering Council of South Africa as a professional engineer. He spent the bulk of his career working in the South African defence industry as a systems engineer and a project manager on technology projects. He is passionate about systems engineering education and mentoring and has been delivering systems engineering training for Project Performance International since 2014. Alwyn also teaches postgraduate modules in Systems Engineering at the University of the Witwatersrand.

Contact us

info@tinkertolead.com