



LEADERSHIP TECHNIQUES FOR ENGINEERS

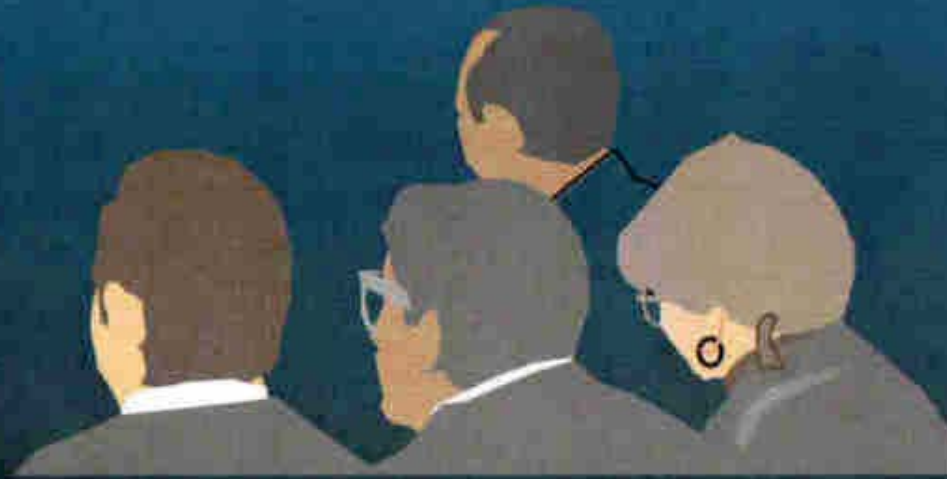
Presented by: Bill Chao

- What is a Manager?
- Function of Management
- Directing
 - Leadership
 - Communication
 - Motivation
- Motivation Techniques
 - Why People Work?
 - Human Needs
 - Personality Profile
- Conclusion

What is a Manager?

The Many Roles of a Manager:

- Teacher
- Monitor
- Counselor
- Judge
- Co-worker
- Police Officer
- Brother (Sister)
- Partner
- Wet Nurse
- Navigator
- Leader
- Psychologist
- Sales Rep
- Task Master
- Coach



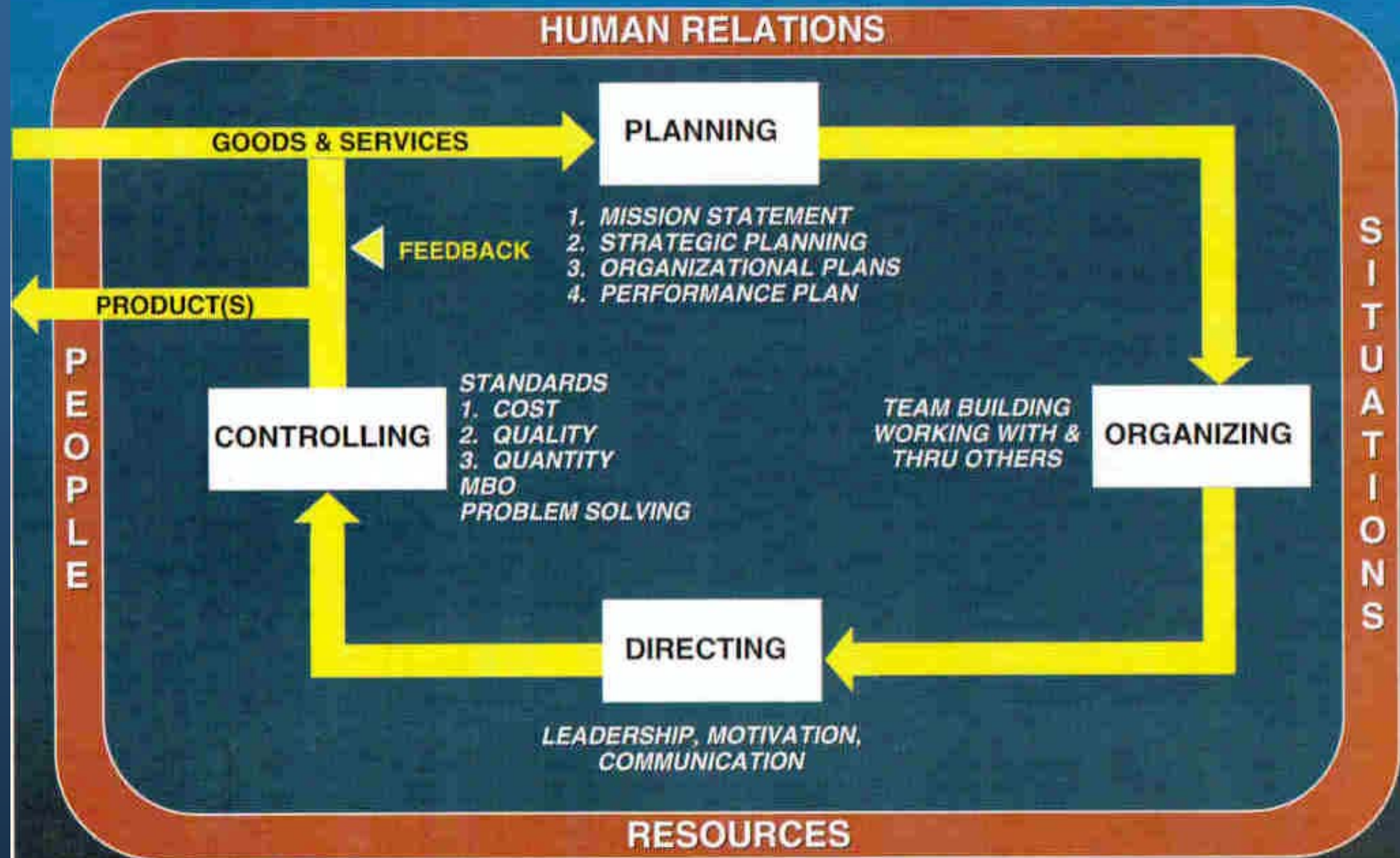
What is an Engineering Manager?

***“A PERSON WHO DIRECTS A TEAM OF
ENGINEERS TO ACCOMPLISH A PROJECT”***



Functions of Engineering Management

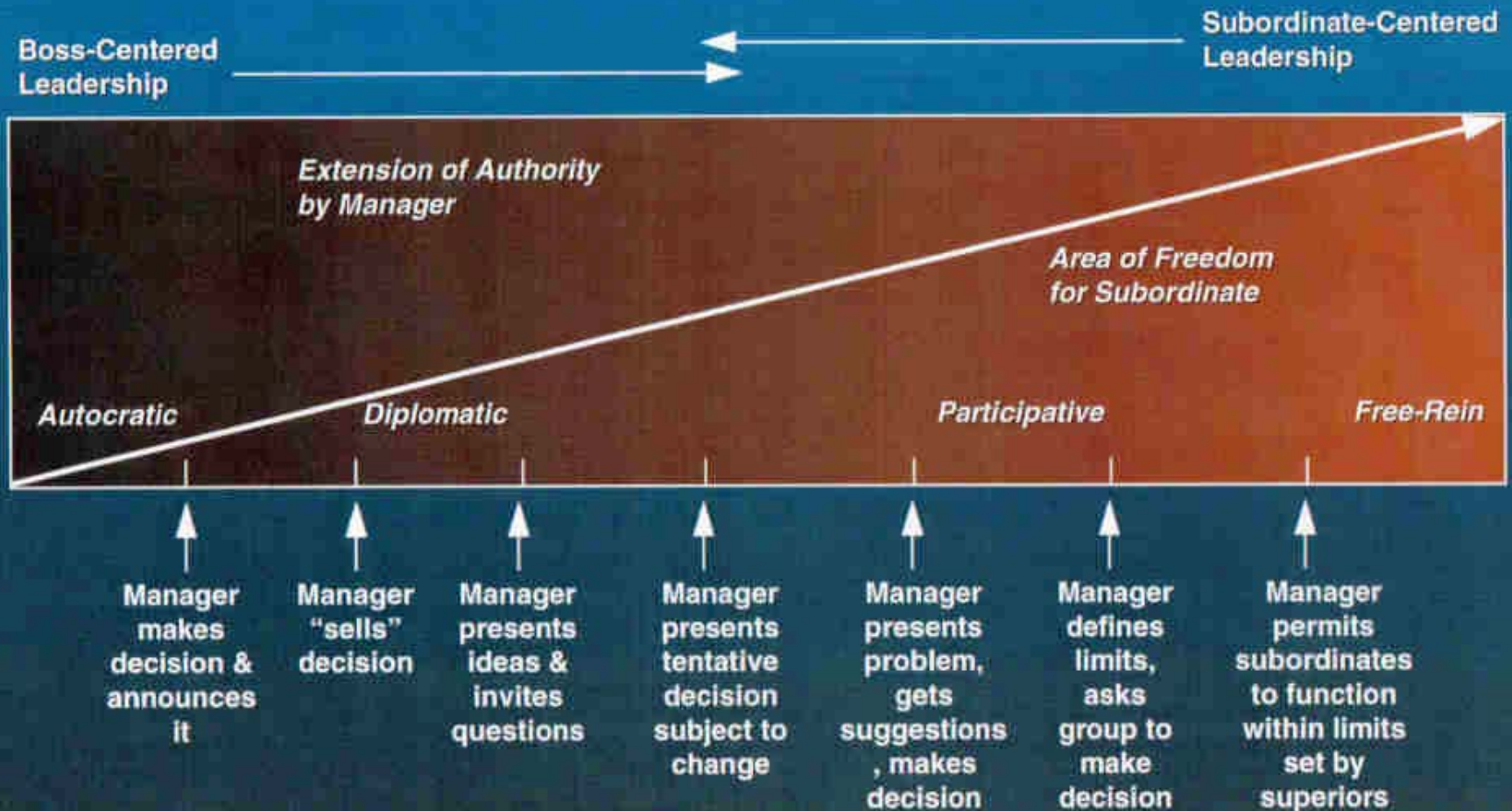
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- Leadership is the capacity to get the job done through other people

- Important points for effective leadership
 - Resist pulling rank
 - Know your employees
 - Individualize supervision
 - Give credit where credit is due
 - Be consistent
 - Be genuine

Leadership Continuum

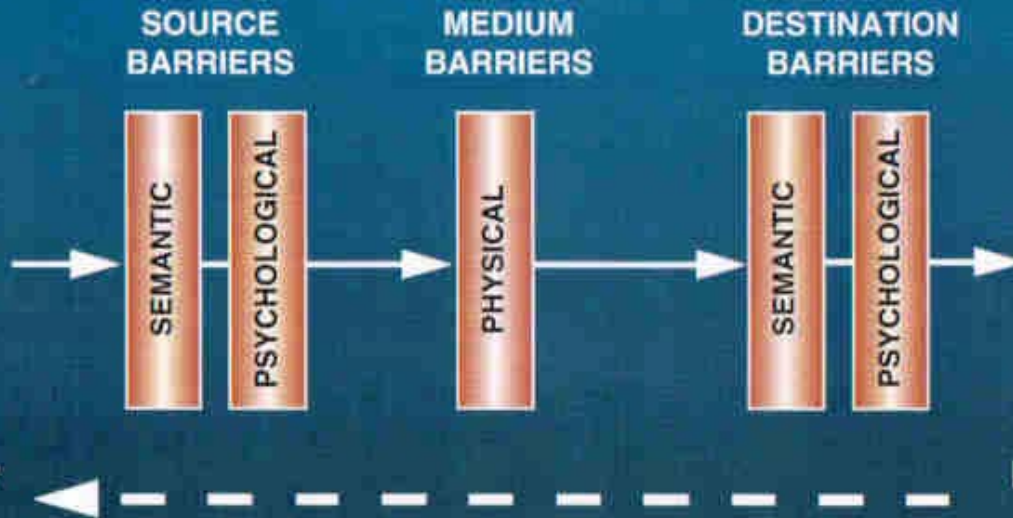


A Communication Model

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Individual A - Sender
(Receiver)



Individual B - Receiver
(Sender)

Important Points of Good Communication

★ DIRECT


★ SPECIFIC

★ NON-PUNISHING

Effects of Communication

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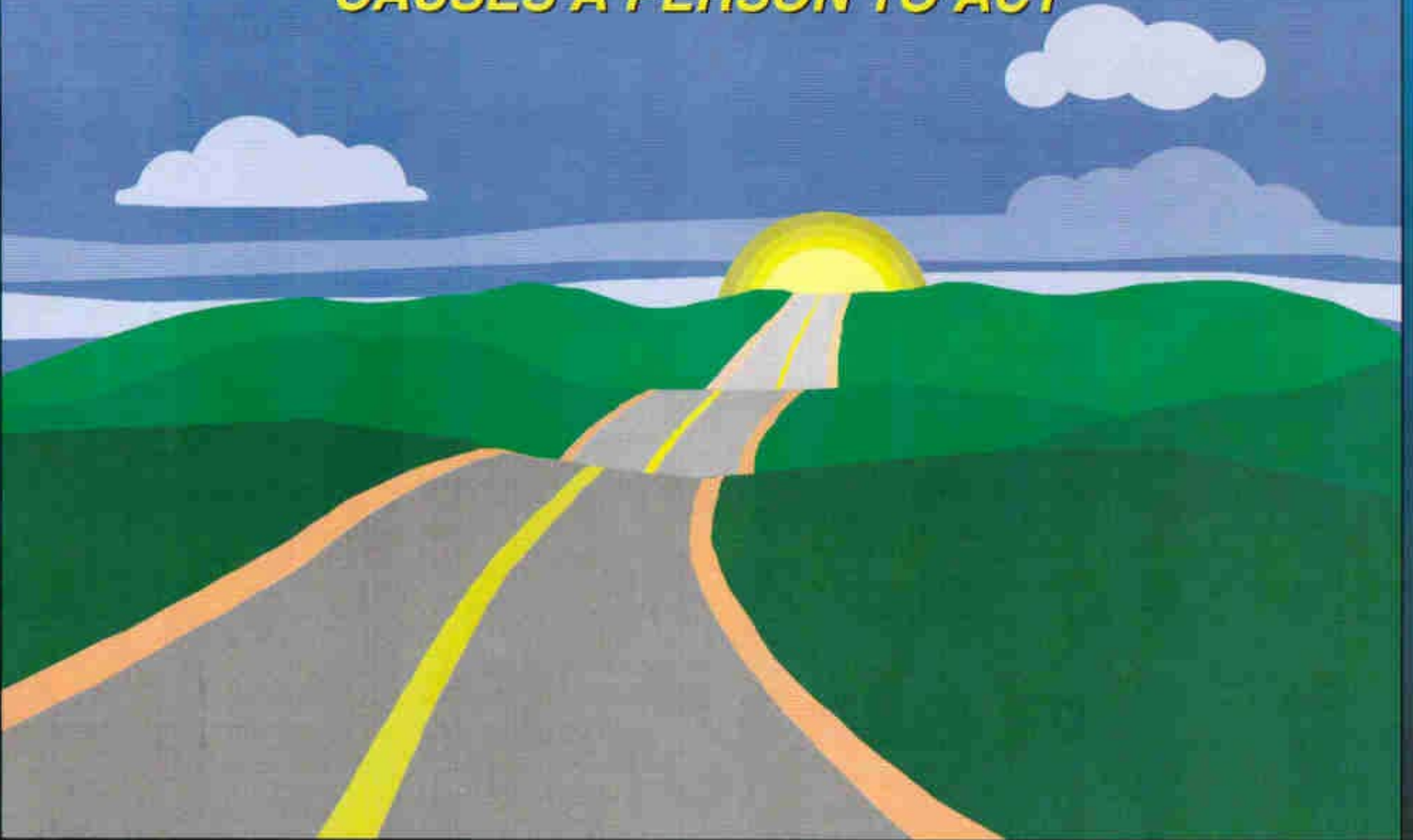
	SPECIFIC	VAGUE
PUNISHING	BAD	BAD
NON-PUNISHING		BAD

What is Motivation?

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***“SOMETHING (AS A NEED OR DESIRE) THAT
CAUSES A PERSON TO ACT”***



Motivation Techniques

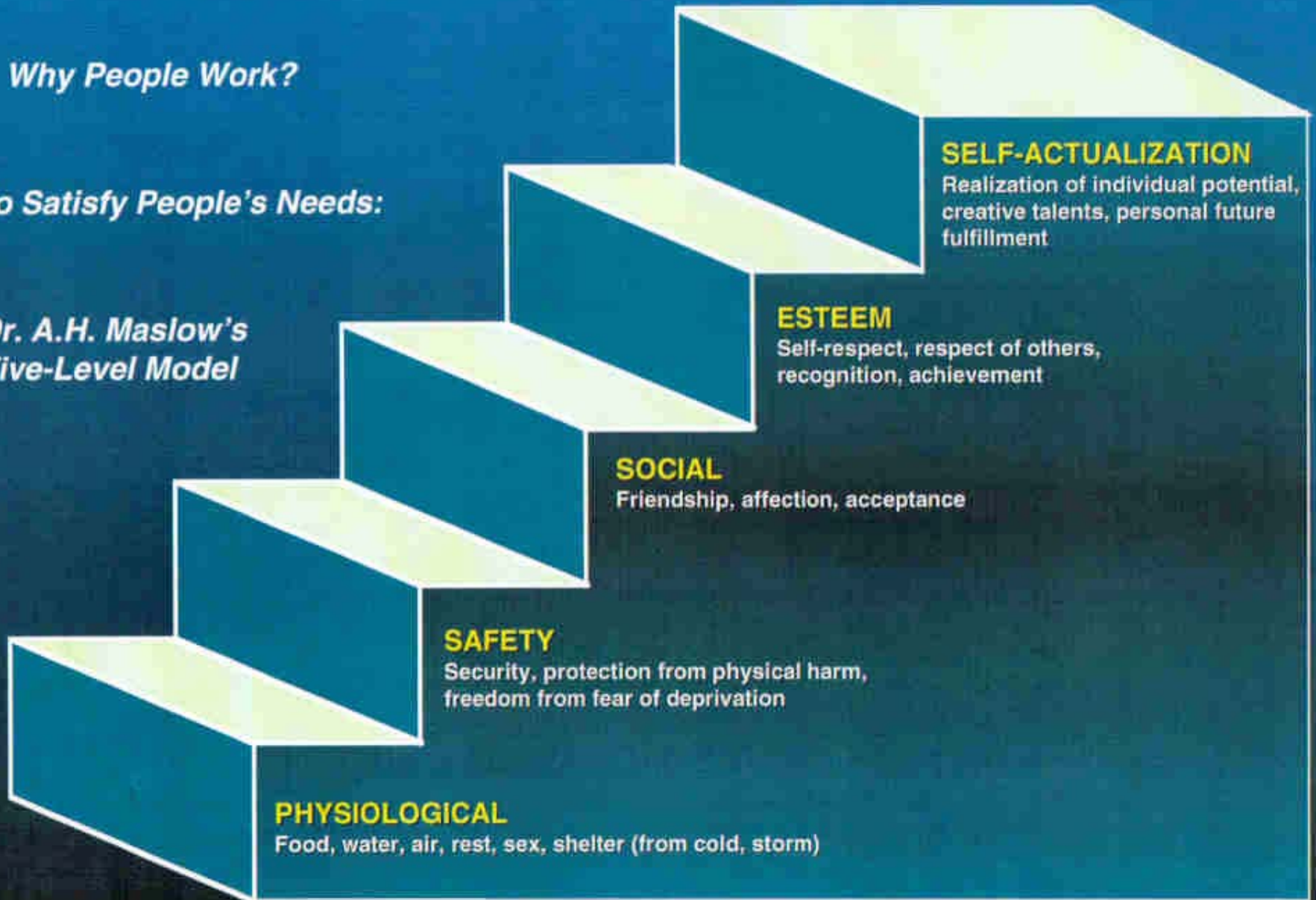
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Why People Work?

To Satisfy People's Needs:

*Dr. A.H. Maslow's
Five-Level Model*





- Needs are always increasing and changing
- “Man is a wanting animal” phrased by Dr. Maslow
- Human needs are individualized
- Human needs are complex
- Action is directly proportional to human needs

Three Major Types of Human Needs[®]



■ Need for Power[®]

- Powerful actions
- Arousal of strong emotions in others
- Concern of reputation or position



■ Need for Achievement[®]

- Out-performance of someone else
- Self-imposed standard of excellence
- Unique accomplishment
- Plans for overcoming obstacles



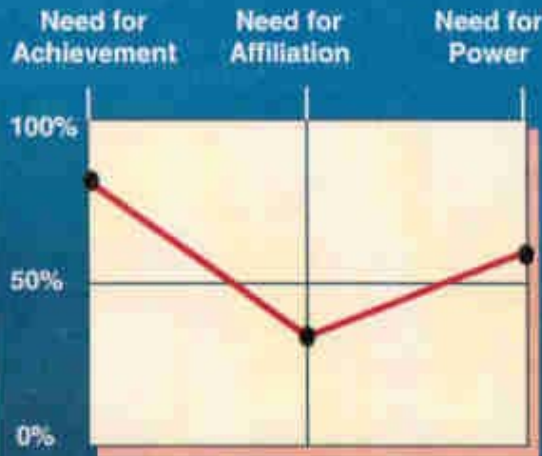
■ Need for Affiliation[®]

- Concern about being liked, acceptance, and friendship
- Desire to participate in friendly activities
- Concern about interpersonal relationship
- Concern for people in the work situation

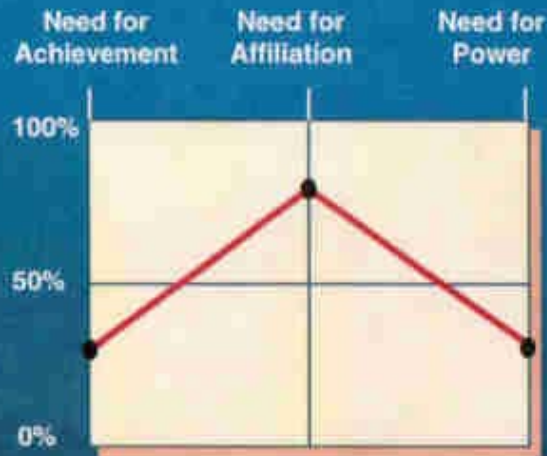
Personality Profiles[®]



PROFILE #1[®]



PROFILE #2[®]



PROFILE #3[®]



PROFILE #4[®]



PROFILE #5[®]



- **Good management is very difficult**
 - Needs management training
 - Flexible leadership style
(directive, diplomatic, participative, free-rein)
 - Needs experience
 - Personality trait

- **Be sensitive to people's needs**

- **Be fair and honest**

- **Be yourself!**