Fulcrum Point

Workshop outline · Leading people

Leading Engineers and Technical Employees.

Lead technically minded professionals through influence instead of authority. Managers learn what engineers need in order to contribute, innovate and stay.

For

Managers of technically minded professionals who want higher performance, engagement and motivation from their team.

Format

One to three days, in modules. In person or live virtual.

What it is for.

Technical people are smart, independent, and want to grow professionally, which can make them demanding to lead. They respond to influence, not authority, and they leave when their needs are not met.

The course is built in modules chosen to fit the need. Participants learn to build engagement, trust and contribution, to ask strategic questions and listen actively, to explain the full benefit of an assignment, and to structure important conversations. They also work with tools for increasing innovation in the team and for prioritizing the most promising ideas.

What you leave with.

- Skills for building engagement and contribution
- Tactics for building trust and relationships
- Strategic questioning and active listening
- The ability to explain the full benefit of any assignment
- A communication strategy for structuring important conversations
- Tools for increasing innovation in your team and prioritizing the most promising ideas

Why it matters.

- Technically minded professionals have different needs from other teams
- Talent stays when those needs are met
- Their skills and knowledge are where innovative solutions come from

Format.

Length	One to three days, in modules
Mode	In person or live virtual
For	Managers of technically minded professionals who want higher performance, engagement and motivation from their team.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

Senior Fellow and Council Director, The Conference Board, Asia. Founder, Fulcrum Point.

Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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