EngPro
Solutions

GS-01

Engineering Leadership

The Professional Engineering Manager

Growth leadership skills for the more senior and developing engineering manager

Why this course?

Having been an engineering manager for a year or so, one will have got a firm grip on team management and core leadership skills. This course stretches your skills into more senior roles, where governance and control of processes are important. The workshop explores the mindset required to deliver the wider strategic responsibilities of more senior management. Ideally suited to manager leading other supervisors and managers.

Key learning points

- The senior management mindset, building outward mindset
- Growing stakeholder engagement
- Building communities and teams of people that deliver
- Ethical leadership and decision making
- Oversight and governance, building KPI suites that deliver behavioural shifts
- Capability and talent development
- Remote management
- Strategy
- Employment law and performance management, practice and governance

Who should attend

- More senior managers
- Depot managers
- Production managers
- Planning managers
- Other junior managers

Duration

2 days, provided at your location

Subject Expertise

We have a proven track-record of reducing maintenance costs, through optimising efficiencies.

Our expert team have built this workshop-styled training course through a combination of their significant thought leadership and experience layered with known client situations, bringing a powerful mix of vital real-life examples together with sound theory to all the sessions.

"The senior leadership training and development support provided by EngPro Solutions has provided me with new skills and techniques to manage organisational performance. As a result, I have become more commercially aware, confident to address poor behaviours and an overall better leader."

Lee Burden, Quality Assurance Manager, Greater Anglia

For more information, call us on +44 (0) 7841 029276

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Modular breakdown

The outward mindset – Based around The Arbinger Institute work and supported by experienced facilitation, we take the delegates through what an outward mindset is, and how it focuses on people, considering people as key players in your organisation, not objects. We use techniques to improve working relationships with fellow managers and stakeholders.

Engineering oversight - This module considers the aspect of governing an engineering facility, marrying up technical skills and people engineering to deliver output. We consider how good oversight is developed and what is different in the senior post v the junior post. We consider the use of KPI and the impact these can have on behaviours and how through a balanced scorecard we keep this controlled.

Ethical leadership – Although not designed as a course on Ethics, some grounding in ethical leadership is delivered to help the delegate understand how ethical decisions make good business sense. Through case study examples we give a simple scale balance to help bring ethics into the reality of maintenance engineering.

Capability and Talent development – We consider how to challenge and build a competence system that delivers the output needs of the business. We link capability of engineering staff to the strategy of the business, and how governance of this is achieved. Turning to talent management we look at high-calibre individuals and how we growth, develop and allow to flourish. We look at the whole people cycle from recruitment to exit.

Strategy and the business case – In this module we explore corporate strategy and derive how engineering strategy and departmental KPI are established. The delegate leaves with a sound understanding of building a simple business case and how to engage key stakeholders. Part of the wider aspects of this subject see the delegates preparing and delivering a presentation, on industry topics relevant to present situation.

Performance management - This module tackles the often hidden from aspect, performance management. We explore why this is not tackled at times, or why it is done badly. We further discuss the principles of natural justice and link work for investigation training. Three case studies give delegates real opportunity to deploy skills in the room.

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