

MANAGEMENT SOLUTIONS OF TECHNICAL PEOPLE IN LEADERSHIP ROLES



Course Version: 1/2 Day
or 1 Day

Recommended
Class Size: 15–20
or Lg Group Conf

Materials: Manual

Assessments: None

Certification: Yes

"National Ready Mixed Concrete Association annually hires TMI to conduct its young leaders workshop. Mr. Strehlow stretches our attendees to positively think about their career path. He helps them evolve their management thought process to one that contains a farsighted, strategically applicable leadership role within their firms. Mr. Strehlow not only gets glowing reviews from our attendees, but they, in turn, recommend their cohorts to experience his interactive leadership facilitation through our association."

– Eileen Dickson
National Ready Mixed
Concrete Association

Discover the challenges, solutions, and strategies that will help you succeed in a management role in a technical organization.

Technical organizations typically promote internal leaders into management positions. However, managing technical employees and teams is a major difference in mindset and skill than being a technical professional. Studies show technical people want to be managed differently. Research also shows that transitioning from a technical professional into a management or leadership role requires a major shift in thinking and skill. In this practical session you will learn that the characteristics that make someone great as a technical professional many times keep you from being successful as a manager of technical teams.

Training Goals:

- ❖ **Discover** the six characteristics of technical people.
- ❖ **Learn** the various levels of delegations and how to use the right approach for your team.
- ❖ **Learn** the career stages of development to move from a technical specialist to managerial or leadership excellence.
- ❖ **Discover** key strategies to improve your delegations skills; before you delegate, during, and after you delegate.
- ❖ **Understand** the emotional challenges in moving into a leadership role.
- ❖ **Learn** to manage the morale of technical employees as well as your own.
- ❖ **Identify** the inhibitors that keep you from being successful as a manager.
- ❖ **Apply** communication techniques to build credibility among team members.
- ❖ **Learn** to transition from a mentality of doing work to delegating and developing people.
- ❖ **Learn** meeting management techniques to keep your team informed, motivated, and aligned with organizational goals.
- ❖ **Apply** communication and coaching strategies to improve the performance of your team.
- ❖ **Determine** how you are going to balance technical competence with managerial excellence.