



ENGINEERING MANAGEMENT INSTITUTE

# ***Developing the Engineering Leader Inside of You by Engaging the People You Lead***

Presented by  
Anthony Fasano, PE

Author of *Engineer Your Own Success*  
President of the Engineering Management Institute

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*“Leadership is a people thing. You have to be able to connect with people, understand their passion and put them in an atmosphere which allows them to do what they love doing.”*

- Croft Edwards



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### Introduction – Anthony Fasano, PE

- B.S. & M.S. in Civil Engineering
- PE license in NY and NJ
- Became an associate at a reputable engineering firm at age 27
- Attended iPEC – the top ranked executive coaching school in the world
- Wrote the best-selling book *Engineer Your Own Success* and started providing career coaching and speaking services to engineers



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### Purpose and Learning Objectives

**Purpose:** To learn how to implement specific strategies that can help you maximize your relationships with the people you work with, like the power of positivity, the importance of open communication with your staff, understanding your role as a leader, and effective delegation. This session will help you:

- Help you to realize that you are already a leader;
- Discuss the power of positivity in leadership;
- Provide strategies for seeing opportunities in every situation, specifically a two-question framework;
- Give recommendations for utilizing leverage and delegating the right tasks, and;
- Discuss the importance of earning respect from your peers and how to best engage employees and maximize their potential.

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### Overview

- You are a Leader
- Power of Positivity
- 2 – Question Framework
- Role of a Leader
- Great Leaders See Only Opportunity
- Delegate, Delegate, Delegate
- Earn Trust and Respect
- There is No "I" in Team

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You are a Leader

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What is a LEADER?

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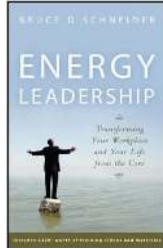
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### My Favorite Definition of Leadership

- From the book *Energy Leadership*: Leaders are individuals who have the ability to **inspire people to take action, including themselves.**
- You inspired yourself to attend this session: you are a leader!
- It's time to further develop your leadership abilities.



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### Why a positive outlook matters

DO

SAY

THINK



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Please avoid using phrases like...



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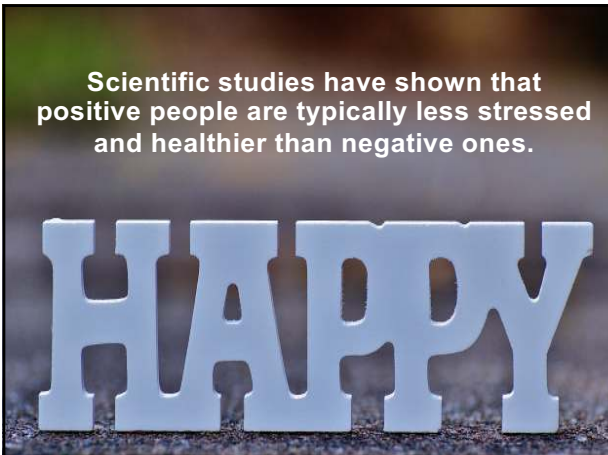
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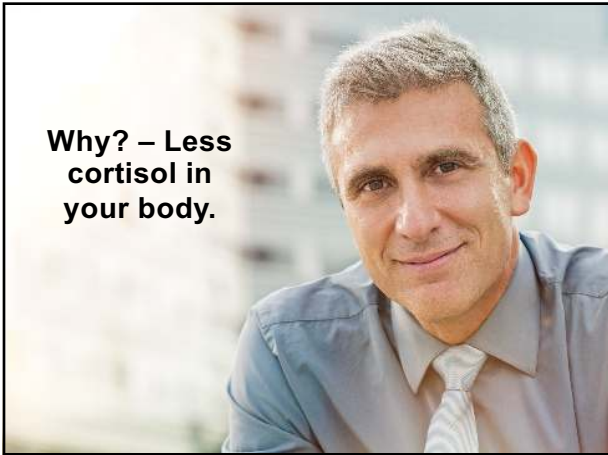
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Try this in your next staff meeting...

**Action Tip:**  
Ask each person for one positive interaction or a "win" that they achieved since the last meeting.

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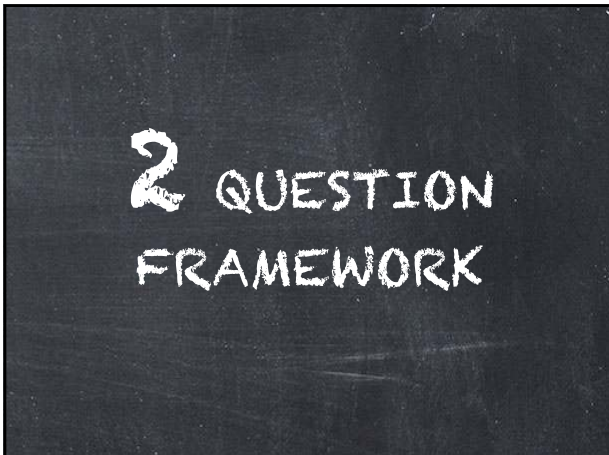
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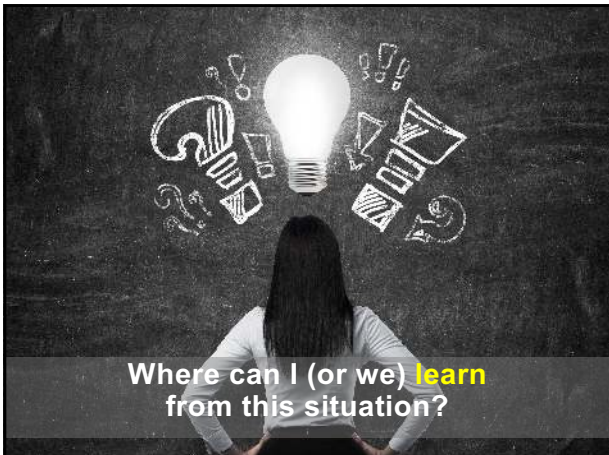
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**What is the role of a leader?**

As a leader my role is to help those that I am leading to do their jobs to the best of their ability.

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**Be a helper. Avoid the competitive approach.**



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**Take the time: my two-manager story.**



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**Why my brother is smarter than me.**



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**Please understand your role.**

- Be a helper. Avoid the competitive approach.
- Take the time: My two-manager story.
- Bother me.

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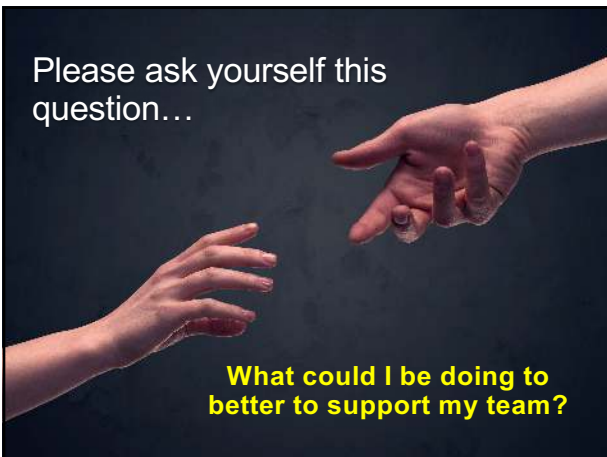
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Please ask yourself this question...



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**Setting Goals with Your Staff**



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**Supporting Staff Credentialing**



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**SET YOUR COMPANY APART**



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Support and promote major licenses (AIA, PE).

L I C E N S E



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Tie them into their personal and company goals.

Your Goals  
Just Ahead



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Challenge Them To Obtain Credentials that Matter



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**Provide Avenues for Mentoring**



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A simple delegation exercise...

**Action Tip:**  
Write out EVERYTHING you do to help identify what tasks you can delegate.

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Here's how I did it.



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Delegation will give you more time to fulfill your primary role as a leader.



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To be a successful leader you'll need the support of your team.



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R-E-S-P-E-C-T



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Think about this...

**Action Tip:**  
Think about supervisors that you have worked for and have respected. Why did you respect them? Can you apply their techniques?

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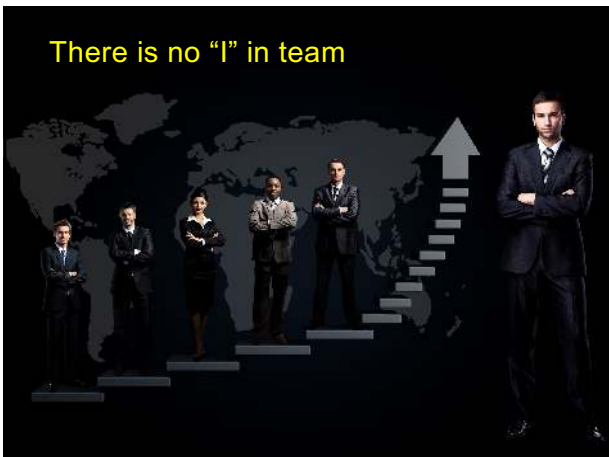
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*Once upon a time...*

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### Summary

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- Great Leaders See Only Opportunity
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