

# ENGINEERING LEADERSHIP FOR EMERGING LEADERS

Instructors: David Niño and Reza Rahaman | [professional.mit.edu/elec](https://professional.mit.edu/elec)

*Note: All times are US Eastern Daylight Time. Schedule is subject to change.*

DAY 1 FUNDAMENTALS OF LEADERSHIP FOR ENGINEERING PROFESSIONALS	
9:00–9:45 AM	Introduction to program instructors, participants, and learning goals. (Niño & Rahaman)
9:45–11:00 AM	Fundamentals of engineering leadership: Overview of perspectives on management and leadership and implications for emerging leaders. (Niño & Rahaman)
11:00–11:15 AM	BREAK
11:15 AM–12:00 PM	Fundamentals of engineering leadership (cont). (Niño & Rahaman)
12:00–1:00 PM	LUNCH
1:00–2:30 PM	Where leadership skills matter in technical career paths. (Rahaman)
2:30–2:45 PM	BREAK
2:45–4:15 PM	Creating a team vision: Review methods for creating a shared team vision and overview of practice exercise. (Niño)
4:15–4:30 PM	BREAK
4:30–4:45 PM	Introduce group project: Discuss how program participants will form groups to address topics of special interest.
4:45–5:30 PM	Learning from reflection: Participants review, assess, and document day’s key learning. (Niño)

DAY 2 BUILDING A TALENT PIPELINE AND LEADING ENGINEERING SYSTEMS	
9:00–10:15 AM	Building a talent pipeline: What it takes to recruit today’s engineering graduates for your team. (Magarian)
10:15–10:30 AM	BREAK
10:30–11:15 AM	Building a talent pipeline (cont.) (Magarian)
11:15 AM–12:00 PM	Now that you’ve hired them, how do you set them up for success? (Magarian & Rahaman)
12:00–1:00 PM	LUNCH
1:00–2:30 PM	Leading the development of complex systems. (Joel Schindall, Gordon Professor of the Practice of Product Development, Emeritus, MIT, and formerly VP and Chief Technology Officer of Loral Space and Communications, and President of Loral Conic)
2:30–2:45 PM	BREAK
2:45–3:45 PM	Making staffing choices in teams. (Niño)
3:45–5:30 PM	Reflection: Participants review, assess, and document day’s key learning. Form special interest groups and begin working on group projects.

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<b>DAY 3</b> <b>LEADING IMPACTFUL CAREERS AND HIGH PERFORMING TEAMS</b>	
9:00–10:30 AM	Making an Impact: Setting yourself up for successful career progression. (Rahaman & Schindall)
10:30–10:45 AM	BREAK
10:45 AM–12:00 PM	Joel Schindall on “Real world scenarios: Discovering your potential?”
12:00–1:00 PM	LUNCH
1:00–3:30 PM	Developing high performing teams: Challenges and strategies. (Feiler)
3:30–3:45 PM	BREAK
3:45–5:00 PM	Managing conflict and negotiations. (Niño)
5:00–5:30 PM	Reflection, groups work on projects and final presentations.

<b>DAY 4</b> <b>MANAGING ONESELF, BUILDING AN INCLUSIVE ENVIRONMENT, AND NEGOTIATIONS</b>	
9:00–10:30 AM	Leadership operating framework. An interactive discussion on leadership, and the skills, characteristics, behaviors, and attitudes forming a framework for effective leaders. (McGonagle)
10:30–10:45 AM	BREAK
10:45 AM–12:15 PM	Leading an inclusive engineering environment: Strategies for developing inclusive and creative cultures in engineering teams. (Rahaman)
12:15–1:15 PM	LUNCH
1:15–3:30 PM	Leading with influence in multi-stakeholder environments. (Niño)
3:30–3:45 PM	BREAK
3:45–4:00 PM	Reflection: Participants review, assess, and document day’s key learning.
4:00–5:30 PM	Groups work on projects and final presentations.

<b>DAY 5</b> <b>FINAL PRESENTATIONS</b>	
9:00–10:15 AM	Developing motivating environments (Niño)
10:30–10:45 AM	BREAK
10:45 AM–12:30 PM	Special topics presentations: Groups will deliver their final presentations on engineering leadership topics of special interest.
12:30–1:00 PM	Charting your leadership development journey, final course reflections, receive program certificates.