

All managers face challenges, but managers of technical professionals face an additional and unique blend of challenges. Whether it is scientists, engineers, health professionals, or architects the nature of technical professionals and their work requires a second set of management tactics. Learn tips and tricks on how to manage, lead, motivate, and communicate effectively with teams focused on solving highly complex issues.

Audience: Managers of technical professionals interested in improving or changing their management style.

Prerequisites: None.

Number of Days: ½ day

- 1. The Role of a Technical Manager**
 - Concerns and fears
 - A new perspective
 - Six unique challenges
 - Components of success
 - Managing former peers
 - The trade-offs
- 2. Dynamic Listening**
 - Listening at its finest
 - Common language
 - When egos collide
 - Personality factors
- 3. Coaching Employees and Employee Development**
 - Why “waste” time coaching employees
 - When learning happens
 - Successful coaching
 - Cross training
- 4. Rewards and Motivation**
 - What moves people
 - Types of motivation
 - Employee performance
 - Key motivators
 - Tactics to motivate
 - Dual ladder approach
 - Jumpstarting a stalled project