



BMES

BIOMEDICAL ENGINEERING SOCIETY™

How to Build Leadership and Networking Skills

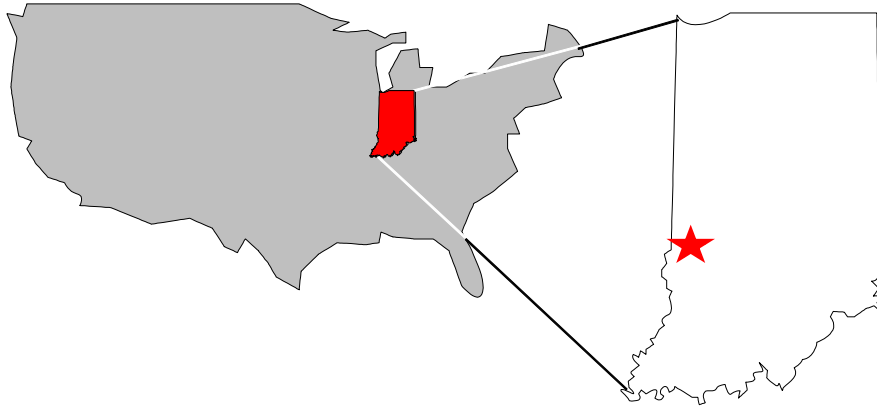
August 27, 2013
1:00 PM ET

Moderator



- ▶ **Kay C. Dee, PhD**

Associate Dean of Learning and Technology
Professor of Applied Biology and Biomedical
Engineering
Rose-Hulman Institute of Technology



- Focused on undergraduate education.
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www.rose-hulman.edu/MACH2014



Announcements

- ▶ The archived recording, presentation slides and resources will be available a few days after the webinar at:
<http://bmes.org/elearning>
- ▶ You may submit questions throughout the webinar by using the online chat function. All questions will be addressed at the end.
- ▶ Please take a few minutes to complete the brief survey following the webinar to provide us with your feedback.

Speaker

- ▶ **Jameel Ahmed, PhD**

Associate Professor and Department Head
Applied Biology and Biomedical Engineering
Rose-Hulman Institute of Technology



Developing your Leadership Skills

Jameel Ahmed, Ph. D.

Department Head and Associate Professor of Applied Biology and
Biomedical Engineering



There is no single great definition of Leadership

Jameel's working definition: The leader's role is to articulate a vision and guide their organization towards that vision by working with, motivating and empowering others

Articulating a vision...

It's the leader's job to set the direction of the organization. This requires a few things:

- Knowledge/Competence in your field
- An understanding of the context in which your organization is operating

Leadership ≠ Management

Managers want to execute the current processes in the most effective/efficient/stable way possible.

Leaders drive change.

Often one person is called upon to do both of these.

...working with. . .

Communication

Empathy

Respect

Credibility

Emotional Intelligence

Remember that you are always the leader, people are always watching you and take what you say to be important. A simple suggestion might be taken as an order.

..motivating. . .

People feel motivated when they perceive that:

- what they are doing has high value.
- they are empowered to control the outcome.
- they have the ability to be successful.

Some members of the group will be intrinsically motivated to succeed, some will be more motivated by extrinsic rewards

. . . and empowering others

Excellent leaders are not micromanagers but they do delegate in ways that maximize the chances that the members of their organization are successful.

Leadership has been viewed through many different lenses

Trait approach—Leaders exhibit certain traits (charismatic leadership)

Intelligence

Self confidence

Masculinity

Responsibility

Motivation

Integrity

Extroversion

Task knowledge

....

Skills approach—Leaders exhibit

Problem-Solving Skills

Social Judgment Skills

Knowledge

The Servant as Leader

It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead.

-Robert K Greenleaf

It's possible to develop your personal leadership skills

My favorite personal leadership book is Kouzes and Posner's "The Leadership Challenge". They outline 5 practices of exemplary leadership

Model the way

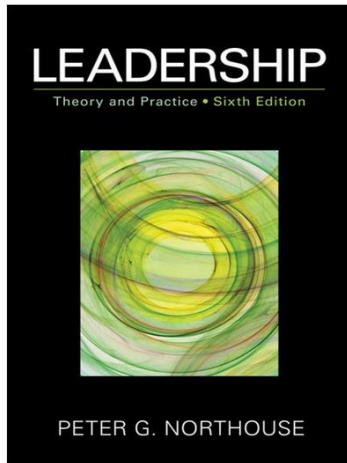
Inspire a shared vision

Challenge the process

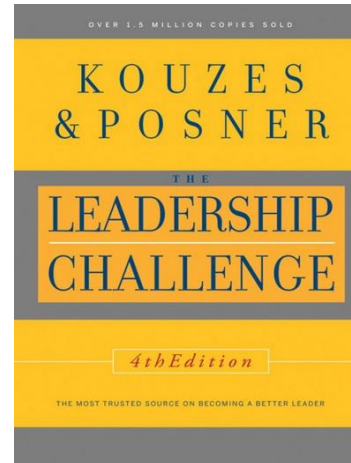
Enable others to act

Encourage the heart

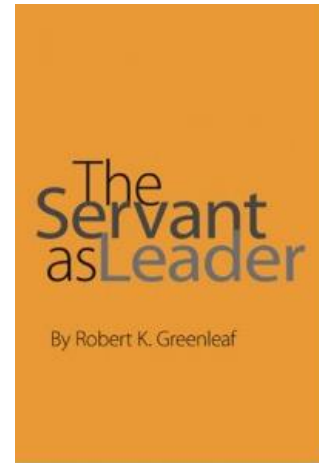
For more info:



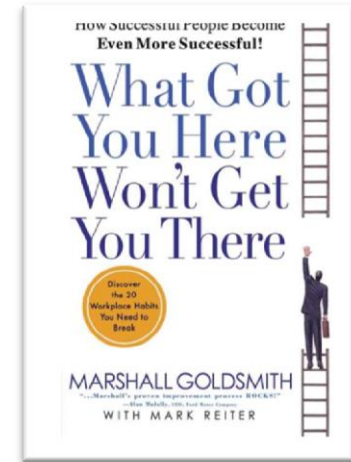
This book discusses different approaches to leadership: a key reference for leadership theory



A practical guide to building your leadership skills



A classic essay outlining the philosophy behind Servant Leadership



A very readable discussion of the changes required when you become a leader.

Contact Information



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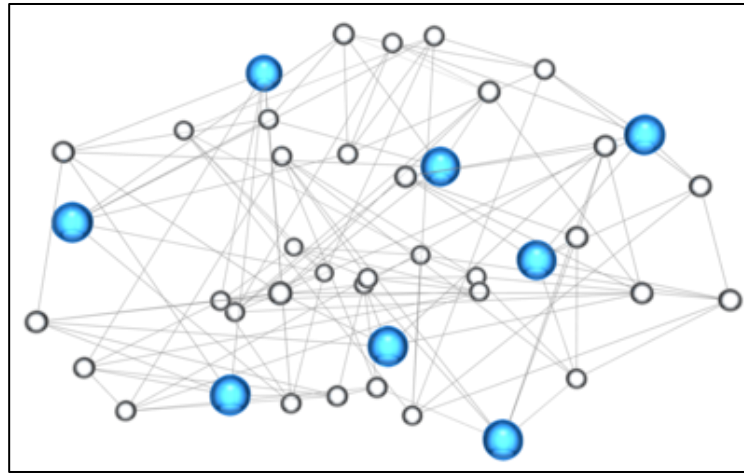
Speaker

- ▶ **Craig Downing, PhD**

Associate Professor and Department Head
Engineering Management
Rose-Hulman Institute of Technology



Networking Essentials



Making S.M.A.R.T. connections

Craig G. Downing, Ph. D.

Department Head and Associate Professor of Engineering Management



Network Guidelines



image adopted from <http://dreamchoosers.com/wp-content/uploads/2012/06/smart-goals.jpg>

Why do we network?

- We want something
- We want to meet someone
- We want do something

- Generally speaking
 - we are trying to meet an unmet desire

Why we don't network

- Timid
- View networking as superficial activity
- Lack skill or charisma
- Regard networking as grandstanding or political posturing

- Most often reported reason
 - FEAR

Be Purposeful

- Networking is a continual process of intentional relationship building that may (or may not) result in future opportunities
- While tempting, it is best to hold the “ASK” until a later engagement

2D Matrix Networking

When

	Short-Range	Intermediate-Range	Long-Range
Why	Academic		
	Professional		
	Social		

Where should you begin

- Start at home...
- Explore your department, college, and institution
 - Seek connections with other students, faculty and staff from other disciplines
- How many of us have truly taken advantage of *all* of our institutional/organizational resources?

Be an Artful Conversationalist

- When reaching out let people know who you are and what interests you
- Ponder this...When you show up what do people think
 - If this is a new encounter provide a short, relevant, bio about you and your goals
- Do not try to control the conversation
 - Ask questions and listen carefully

30 seconds to...

- Deliver the value proposition
 - Why is it useful/valuable to connect with you?
 - Is it because of your...
 - Experience
 - Perspective
 - Resources
 - Energy
- Be careful not to get too “*salesy*”

Diversify

- Go where everyone **does not** know your name

If you wish to build a powerful personal network, branch out. Build a diverse network of professional contacts that includes people that don't look like you, sound like you, speak like you or have your background, education or history. The only thing they should have in common with you and the other people in your network is that they should be really good at what they do. Create a personal network like that, and you'll have a network that can help you succeed at anything!

Ivan Misner

<http://www.entrepreneur.com/article/68840>

Broaden your perspective

DOSE-HILL MAN

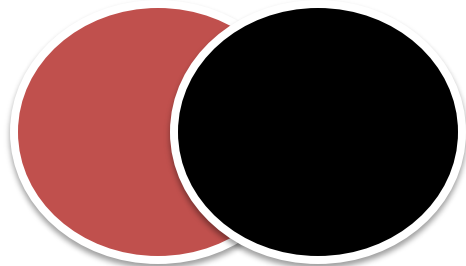


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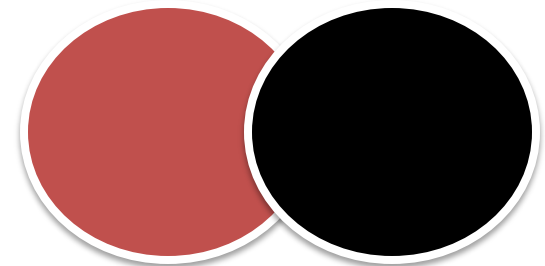
<http://www.leatt-brace.com/>



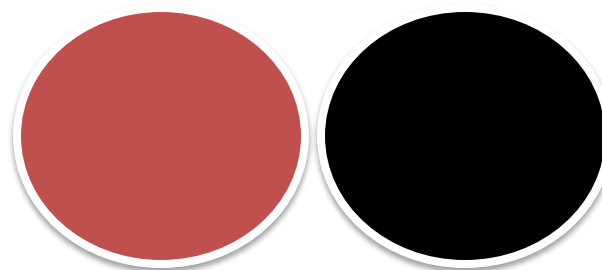
In the words of Jim Collins...



Good



Better



Great



Social Network



Professional Network

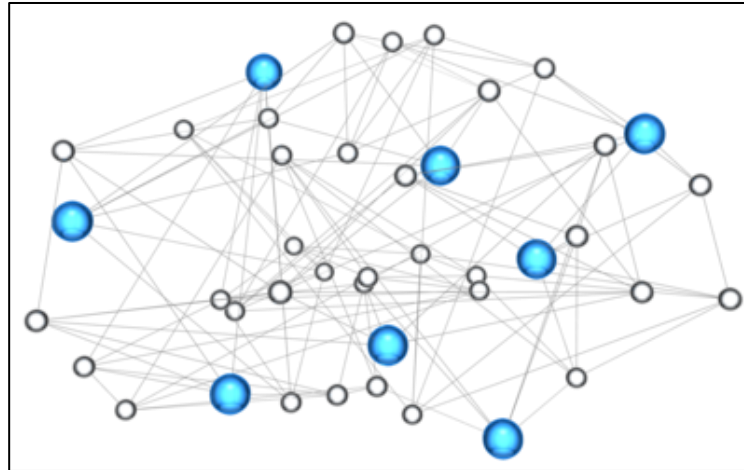
versus

-
- Online networking is vital
 - Care has to be taken to separate the social from the professional
 - Periodically monitor your digital footprint

Parting Shots

- It starts with a smile
- Be opportunistic yet authentic
- Choose wisely
- Quality trumps quantity
- Become a broker

Networking Essentials



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BMES

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QUESTIONS?

2013 BMES Events

- ▶ BMES Annual Meeting (Seattle, WA): Sept 25–28
 - Annual Meeting Career Fair (Seattle, WA): *Sept 27*
- ▶ Professional Development Webinars
 - Best Practices for Running & Managing a Lab: *Nov 7*
 - How to Prepare an Effective Poster Presentation: *Archived*
 - Grant Writing: Practical Approaches for Preparing and Managing Grants in BME: *Archived*
 - Developing an Industry Career in Biomedical Engineering: *Archived*
 - Effective Strategies for Teaching BME: *Archived*
- ▶ Career Events
 - Southeast & Mid–Atlantic BME Career Conference (Washington, DC): *Oct 25*