



## **Leadership Series Module Descriptions**

### **Mid-Level Leaders**

#### **Module 1 - Critical Communication Skills: The Language of Success**

Beyond strong technical skills, communication is fundamental to being a successful team member, consultant, and leader. This module will focus on the importance of active listening, asking powerful questions, and understanding unconscious bias. Participants will take the [CliftonStrengths®](#) assessment and learn to use their identified strengths as a resource upon which to develop better self-awareness and gain a deeper understanding of emotional intelligence (EQ).

**Faculty:** Kate Allen, Stambaugh Ness

#### **Module 2 - Critical People Skills: Relationship Building and Negotiation Skills**

Relationship-based negotiation principles and practices provide the foundation for building collaboration with internal and external stakeholders. These doctrines are key for managing emotions and bias, earning empathy and trust, and crafting creative solutions with colleagues and clients. This module will be delivered by a former hostage negotiator who now works with consulting engineering firms to build cultures of clear communication and thus strong relationships.

**Faculty:** Dan Oblinger, Leadercraft

#### **Module 3 - Critical Leadership Skills: Managing with a People- and Business-Mindset**

Every project starts with a business need identified by the client and is impacted by a firm's ability to meet or exceed the client's expectations. A leader's effectiveness to do this relies on harnessing the talents of the project team and engaging leadership's own capabilities in delivering an exceptional client experience. This module will delve into project and client management from the perspective of an entrepreneurial mindset to best ensure success for the firm and client.

**Faculty:** Kate Allen, Stambaugh Ness

#### **Module 4 – Critical Consulting Skills: Uncomfortable Conversations and Communicating with Different Personality Styles**

Leadership in the consulting engineering industry requires the ability to communicate with stakeholders ranging from teams at sites to colleagues in the office to critical client meetings. Sometimes this includes uncomfortable conversations and the ability to drive a win/win outcome from such conversations is imperative to project success and the reputations of leadership and the firm. This module will focus on skills needed to engage with a wide variety of stakeholders, particularly when navigating difficult conversations.

**Faculty:** Kate Allen, Stambaugh Ness

### **Module 5 – Managing Risk: Contracts and More from Project Management to People Management**

Project team communication has been identified as not only critical to the success of a project but is a leading non-technical cause of errors and omissions claims. This module will explore the nuance and risks involved with different project delivery methods. An expert in risk management will share strategies for risk mitigation on projects, job sites, contracts and in written and verbal communication.

**Faculty:** Kate Allen, Stambaugh Ness and TBA

### **Module 6 – Critical Consulting Skills: Consultative Mindset and Leading Others**

**Description:** The consultative mindset means understanding coworkers' or clients' unique needs, challenges, and objectives before proposing solutions or engaging in strategic conversations. This perspective can foster deeper team and client relationships. This module will bring into focus the skills needed to anticipate the client's needs, pairing the consultative mindset with an entrepreneurial mindset, thus creating positive employee and client experiences.

**Faculty:** Kate Allen, Stambaugh Ness and TBA