

TRANSFORMATIONAL LEADERSHIP FOR TECHNICAL AND ENGINEERING PROFESSIONALS



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TRAINING CENTER



Introduction

Transformational Leadership for Technical and Engineering Professionals Training Course helps engineers and technical specialists lead people with the same rigour they apply to their discipline. Participants work through the shift from technical authority to leadership influence, then build the skills that lift team performance and motivation. The programme connects engineering problem-solving habits with transformational leadership practice. As a result, learners gain a method suited to technical environments rather than generic management advice. Furthermore, the course strengthens communication, coaching, and change leadership in project and operations settings.

Transformational Leadership for Technical and Engineering Professionals Course Objectives

- Understand the shift from technical expert to technical leader.
- Apply the four transformational behaviours: idealised influence, inspirational motivation, intellectual stimulation, and individualised consideration.
- Translate technical strategy into team objectives using the Balanced Scorecard and OKRs.
- Build vision and communicate it clearly to technical and non-technical audiences.
- Use situational leadership (Hersey-Blanchard) to match style to engineer readiness.
- Coach technical staff with the GROW model and SBI feedback.
- Delegate with clear decision rights using RACI charts.
- Foster innovation and challenge assumptions in technical teams.
- Apply the Trust Equation and power-interest grids to build credibility.
- Lead technical change with Kotter's eight steps and the ADKAR model.

Course Methodology

- Interactive sessions built on technical leadership and engineering cases.

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- Workshops on vision building, coaching, and delegation practice.
- Group exercises on innovation challenge and technical team development.
- Hands-on practice with GROW, SBI, RACI, and the Trust Equation.
- Simulation of a technical decision under pressure and a stalled engineering change.
- Facilitator coaching and peer review on personal leadership plans.

Who Should Take This Course

- Engineers moving into team leadership roles.
- Technical managers and engineering team leads.
- Senior specialists responsible for technical staff.
- Project engineers and technical programme leads.
- R&D, design, and operations technical leaders.
- Technical professionals preparing for broader leadership responsibility.

Transformational Leadership for Technical and Engineering Professionals Course Outlines

Day 1: From Technical Expert to Technical Leader

- What changes when an engineer becomes a leader.
- Technical authority versus leadership influence.
- Idealised influence: modelling standards worth following.
- Personal values, credibility, and consistency.
- The Johari Window and widening self-awareness.
- Emotional intelligence (Goleman) and managing technical frustration.
- Case discussion: a brilliant engineer who could not lead a team.





Day 2: Technical Vision and Inspirational Motivation

- Building vision for engineering and technical work.
- Connecting technical work to purpose and impact.
- Translating technical strategy with the Balanced Scorecard and OKRs.
- Communicating with non-technical audiences.
- Storytelling, framing, and message discipline.
- Building trust with the Trust Equation.
- Exercise: presenting a technical vision to a mixed audience.

Day 3: Intellectual Stimulation in Technical Teams

- Challenging assumptions in design and engineering practice.
- Questioning techniques that open technical thinking.
- Problem framing with root cause analysis and 5 Whys.
- Creating space for experimentation and controlled technical risk.
- Countering groupthink and confirmation bias in reviews.
- Psychological safety (Edmondson) and speaking up in technical teams.
- Workshop: running an engineering challenge review.

Day 4: Individualised Consideration and Technical Talent

- Coaching technical staff with the GROW model.
- Feedback on technical and behavioural performance with the SBI model.
- Situational leadership (Hersey-Blanchard) for different competence levels.
- Delegation and empowerment with RACI and decision rights.

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- Developing specialists, experts, and future technical leaders.
- Recognition, motivation, and retaining technical talent.
- Exercise: designing a development plan for a technical specialist.

Day 5: Leading Technical Change and Sustained Impact

- Leading technical change with Kotter's eight steps and the ADKAR model.
- Managing resistance from experienced technical experts.
- Stakeholder mapping with power-interest grids.
- Performance metrics for technical teams and review routines.
- Ethics, safety, and professional responsibility in technical leadership.
- Personal leadership development planning.
- Capstone: presenting a technical leadership plan.

Conclusion

By successfully completing Transformational Leadership for Technical and Engineering Professionals, participants will gain a practical command of technical team leadership, coaching, delegation, and change. They will acquire skills in vision building, individualised development, innovation leadership, and stakeholder credibility in technical settings. Gentex Training Center designs the programme to help technical professionals lead with both rigour and influence.





FAQs

Q1 What is the "Transformational Leadership for Technical and Engineering Professionals" course about?

It helps engineers and technical specialists lead people with the same rigour they apply to their discipline. The course spans the shift from technical expert to technical leader, technical vision and motivation, intellectual stimulation in technical teams, individualised development, and leading technical change.

Q2 What are the key benefits of the "Transformational Leadership for Technical and Engineering Professionals" course?

You gain a method suited to technical environments rather than generic management advice. The course strengthens communication with non-technical audiences, improves coaching and delegation of specialists, builds a culture where technical concerns get raised early, and prepares you to lead change that experts respect.

Q3 What skills will I gain from the "Transformational Leadership for Technical and Engineering Professionals" course?

You will develop four core skills: technical leadership self-awareness and vision building, coaching and developing technical talent, intellectual stimulation and innovation leadership, and technical change leadership with stakeholder credibility.



Q4 What tools, methods, or standards are covered in the "Transformational Leadership for Technical and Engineering Professionals" course?

The course covers the four transformational leadership behaviours (idealised influence, inspirational motivation, intellectual stimulation, and individualised consideration), the Johari Window, Goleman's emotional intelligence framework, the Balanced Scorecard, OKRs, the Trust Equation, power-interest grids, root cause analysis and the 5 Whys, psychological safety (Edmondson), the GROW coaching model, the SBI (Situation-Behaviour-Impact) feedback model, situational leadership (Hersey-Blanchard), RACI and decision rights, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Transformational Leadership for Technical and Engineering Professionals" course applied in real-world practice?

Participants apply it to real work such as presenting a technical vision to a mixed audience, coaching a specialist through a competence gap, running a design review that invites challenge, and leading an engineering change resisted by experienced staff. The same methods support technical succession planning and performance reviews.