Women in Engineering Conference 2025

Transiting from tech to leadership

Coaching Circle Leaders

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Agenda

* About us
* Transiting from Technical to Leader
* What is a leader?
* Leader vs Manager
* Growth Strategy
* Career Goals

About us

Coaching Circle Leaders Introduction

What is leadership?

Leadership is the ability to guide and motivate a group of people to achieve a common goal

Transiting from Technical to Leader

- Do you want to be a leader?
  - What motivates you?
- Plan ahead
  - Outline transition to develop experience/skills needed
  - Find inspiration from those you admire as Leaders
  - Volunteer for high visibility projects
- Learning to lead
  - Responsibility is a two-way street
  - There is no recipe for leading people
  - Communication is key
  - Effective listening is the key part of communication
  - Flex your style
  - Be willing to have critical conversations
  - You do not have to lead alone

Leader vs Manager

Leadership

- **Focus:** Inspiring and motivating people to achieve a common goal and setting the overall direction.

- **Approach:** Communicating a clear vision, setting expectations, and empowering team members.

- **Responsibilities:** Setting an example, coordinating people and activities, inspiring the team, and fostering a positive and productive work environment.

- **Decision Making:** Leaders make decisions based on a broader understanding of the organization's goals and vision.

- **Language:** Leaders use language to inspire people, focusing on the "why" behind the work.

Management

- **Focus:** Planning, organizing, and controlling resources to achieve specific objectives.

- **Approach:** Implementing strategies, delegating tasks, and overseeing daily operations.

- **Responsibilities:** Hiring, training, coaching employees, dealing with performance issues, and conducting performance evaluations.

- **Decision Making:** Managers typically make decisions based on established procedures and policies.

- **Language:** Emphasizes the work or actions that need to be achieved.

Do not have to be a Manager to be a Leader : Leadership fosters creativity and encourages new ideas. Management prioritizes efficiency and streamlining operations.

Growth Strategy

- Leadership: Fundamentals I learned that has helped me
  - Thinking ahead, not just in the now: the Big Picture
  - Know yourself and knowing when to let go
  - Be the coach: mentor and empower staff
  - Build trust: Manage own biases which can impact staff and how you lead
  - Set clear expectations of yourself and for your team
- What can you do today?
  - Self examination
    - Know who you are and who you are not
    - Define strengths and weaknesses
    - Find out communication/leadership styles (ie, DiSC)
  - Look for opportunities, clubs, organizations, work
  - Establish mentors and/or role models
  - Leverage other resources (i.e., books, briefs, workshops, etc.)

Learning to be a better leader - An evolving process

Career Goals

- Grad-level leadership

  - Getting work done through others

  - Leading with compassion

  - Dealing with ambiguity

- Developing other leaders

  - Ask them about their motivations

  - Walk them down your path, but recognize that their path may be different

  - Give them opportunity to lead at the next level

  - Support them throughout their journey

100+ Women Strong want to thank you for attending!

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Review ALL
Coaching Circle Slide Decks
https://www.csulb.edu/college-of-engineering/coaching-circles-2025

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The journey of a thousand miles begins with one step. Lao Tzu

Questions

Thank you