

PURDUE ENGINEER OF 2020 WORKSHOP

LEADERSHIP BREAKOUT SESSION

9/30/08

The leadership breakout session was facilitated by Bob Hannemann and included two of the guest panelists – Dr. Jorge Ochoa and Dr. Richard Schuhmann.

Why is leadership important?

The group first voted as to whether leadership was important. The vote was unanimous so the “why” was discussed. The following were identified as reasons for importance.

1. Leadership is essential for understanding ones self. It increases self awareness and recognition of various other skills. Also, a quotation was cited: “Everyone has to be a leader some time.”
2. Leadership is vital to the development and health of an organization. Another quotation was cited: “One must learn to lead others and also learn to be effectively led.”
3. Individual leadership is essential if a nation such as the United States wishes to become a global leader. It was pointed out that in some countries engineers “lead the parade”.

The importance of teaching leadership was then discussed at some length. This included the possibility of using the demonstrated ability to teach leadership as one of the metrics for measurement of tenure attainment. It was also pointed out that there was a need to implement leadership training for both faculty and students and to encourage progressive leadership development and succession planning.

“What are effective methods to foster the development of leadership among students?”

The following were listed as effective methods to further the development of leadership among students:

1. Make leadership skill building available to all professors and list them as “fundamental competencies”.

2. Encourage professors to discuss their own leadership styles and methods at the first class session.
3. Encourage every student to be a leader
4. Do not accept excuse of “no-time” to teach leadership. “Make time”
5. Use “situational leadership” example: respond to the makeup of the class.
6. Teach how to learn from failure.
7. Let students take turns to teach the class.
8. Assign students different team roles including being team leader.
9. Develop and encourage a mentorship program.

How can we measure “success” at teaching leadership

1. First, need a definition of leadership for both professors and students.
2. Second, define “competencies and measure them.
3. Use 360° evaluation of:
 - self
 - peers
 - supervisors (employer)

Professors – Do this at mid-semester.
4. Test for competencies
 - Compile list of leadership competencies and test for them.
(note: Both panelists have a list of competencies. They have been contacted by e-mail to provide these. “Tolerance for **risk**” is among them.

Robert E. Hannemann, MD
Facilitator: Leadership breakout session