



SciENTech Edge

leadership development

Addressing the unique leadership challenges of **Scientists**, **Engineers**, and **Technologists**, through the development of fresh skills and ways of thinking that are not typical in their educations, and yet are essential for innovation, collaboration, and talent development.

The SciEnTech Edge is a six-month leadership development program for current and emerging leaders that blends five learning approaches:

- One-on-one coaching
- Individualized skills assessment
- Intensive workshops (Labs)
- Peer learning teams
- Targeted on-the-job application of new skills

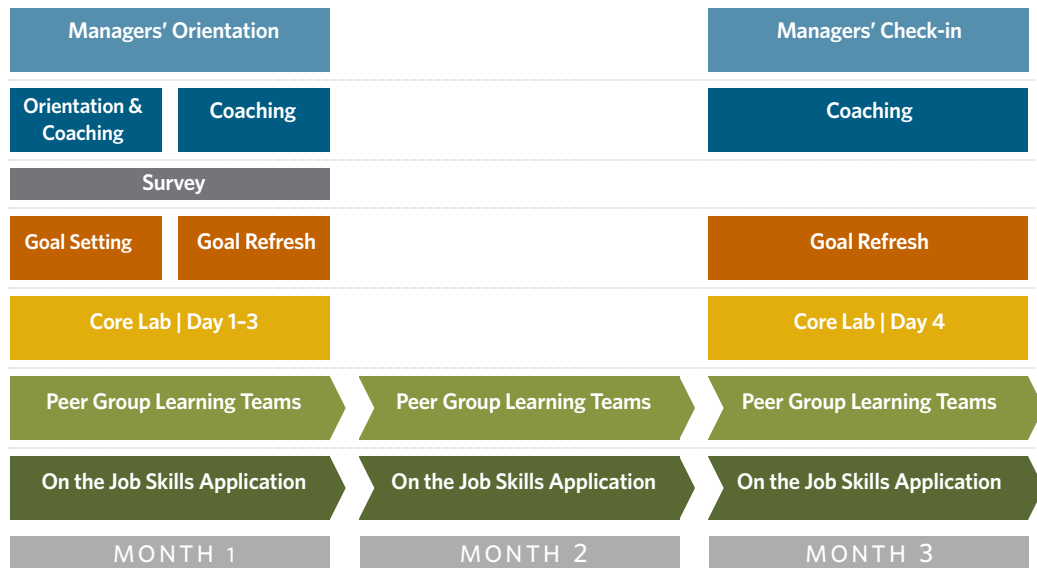
The program addresses the singular needs of Science, Engineering & Technology leaders in their unique roles. Their mission as leaders—ensuring the best science, engineering, technology, and innovation possible for the organization—requires fresh skills and ways of thinking that are not typical in their educations. When these leaders are successful, science and technical effort, innovation, and talent prosper.

Many come to their first job believing that success will hinge solely on the quality of their technical contribution—and can be unprepared for the dynamics of organizational life. The resulting frustration will often produce significant consequences: diminished impact, performance issues, and talent drain.

Organizations need these highly skilled individuals to exert a positive influence, within their own teams and across functions. Success in a challenging marketplace depends on scientific, engineering and technical discipline, the encouragement of innovation, and a collaborative culture. This is all dependent on both effective leadership and individual contribution.

With the SciEnTech Edge, SciEnTech leaders will build long-term personal and professional success in an enjoyable, robust, and intellectually enriching six-month program.

PROGRAM ROADMAP



RESULTS

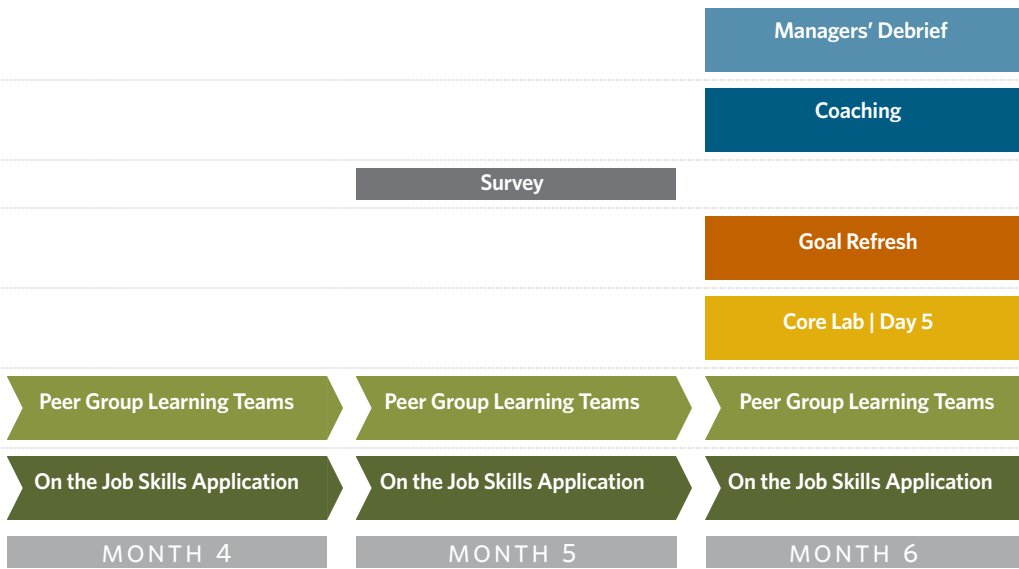
INDIVIDUAL LEADERS with the SciEnTech Edge will:

- increase their technological/engineering/scientific impact.
- influence others more effectively.
- improve critical conversations, group interactions, and information-sharing.
- boost energy and efficiency, and be more at ease in the leadership role.
- become more successful "organizational citizens".

THE ORGANIZATION with the SciEnTech Edge will:

- increase and accelerate innovation.
- enjoy more frequent and efficient project success.
- benefit from better teamwork and stronger collaboration.
- find it easier to attract, utilize, and retain talent.
- improve the overall quality of work life.
- advance its technical and scientific accomplishments—and its bottom line.





THE CORE LAB



PARTICIPATION

EACH SciEnTech EDGE will accommodate 12 to 20 participants.

Enrollees will have at least one of the following:

- formal management responsibility,
- a project leadership role, or
- a significant matrix leadership role.

Participant groups may come with a mix of management levels and may come from within the same organization, with no direct manager/subordinate relationships.



PROGRAM DESIGN

1. Participant orientation | Individual meetings

First, each SciEnTech Edge (SETE) program participant meets individually with SETE program faculty to:

- review SETE content and process, ask questions, and address concerns.
- discuss professional goals, career, and performance.
- build comfort and rapport.

2. Organization orientation | Group meeting

Next, SETE program faculty meet with the participants' direct managers to review SETE content and process, and the role of the sponsor organization. Human Resources/Professional Development staff are encouraged to attend this.

3. Skills survey | Online |

At program beginning, and at 5 months

SETE includes an online survey customized to the program goals. The participants take the survey, as do the participant's direct manager and up to five peers/reports, at the start of the program and again at five months.

4. Core Lab | 3 sessions – 3 days, 1 day, 1 day

Participants gather for this highly participative, intensive workshop. The first Lab is three days, followed by two single-day Labs (at three months and program end).

5. Peer learning teams | At each Lab, and at regular meetings

At the Lab, participants are organized into small groups to provide mutual structured feedback, counsel, and support. Teams meet regularly throughout the program.

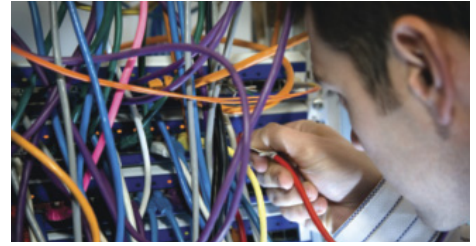
6. Coaching sessions | Individual meetings

Participants meet individually with SETE faculty to review goals, provide feedback, and assess progress as the program proceeds. The sessions are evenly spaced over the six-month course.

7. On-the-job practice | Application to existing projects

Participants apply skills learned in the core Lab sessions to their jobs, processing these experiences in their peer learning teams and coaching sessions, and seeing the results in their second survey (at five months).

SciEnTech Partners was created out of an appreciation for leaders in highly technical fields. We have extensive experience as coaches and consultants for biotech, chemical, engineering, health care, pharmaceutical, research, and software organizations. While there are commonalities across these fields and organizations, we enjoy the uniqueness of each client and insist that our work supports their ambitions and goals.



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