

# Managing Technical People

## Overview

- Four day highly interactive training program for people managing technical teams in global R&D environment.
- Spread over a month, this highly modular program gives ample opportunity to master techno management skills and practice them at work.

## Objectives

- Gain insight into management styles & situational management.
- Master delegation skills & ways to motivate people to go beyond comfort zone.
- Interact at higher abstraction level using models, views, perspectives, & patterns.
- Foster innovative mindset and passion for technology among team members.
- Drive development of intellectual properties and creation of technical assets.
- Facilitate effective meetings with energy, involvement, and follow-through.
- Develop collaborative learning and creative problem solving capabilities.
- Manage business and human dynamics that play out in global R&D environment.
- Gain insight into cross cultural issues and challenges in managing global virtual teams.

## Highlights

- Boot camp style of working to get practical insights.
- Lots of activities, assignments, case studies, and role plays to gain hands on experience of using new skills.

## Variants

Foundation	For senior technical staff with team delivery responsibility.
Practitioner	For Practicing Managers.
Expert	For Practicing Senior Managers.



**Number of participants:** 10 to 15

### Who should attend?

Development managers, Project Managers, Technical leads, and Architects.

- ✓ Activities
- ✓ Live scenarios
- ✓ Case studies
- ✓ Role plays
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

### Short duration Programs

1 day and 2 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

## Program structure

Step	Details
1	Stake holder meeting: customization and identification of assignment topics.
2	Pre-work will be sent to all participants and their managers 2 week before the workshop. This needs to be completed by participants and their managers within a week.
3	<b>Day 1 training: Insight into managing technical people, art of delegation.</b> Difference between people management and managing technical experts. Expectations from managers in global R&D environment. Leadership styles and techniques, their application while managing technical people. Situational leadership in global R&D environment. Ownership, delegation, and motivating staff to go beyond comfort zone. Intrinsic motivators for technical people. Strategic competency development and deployment.
4	<b>Day 2 training: Dealing with complexity and diverse interests.</b> Interacting with stakeholders at right level of abstraction. Use of models, views, perspectives, and patterns. Business insights, contributing to and influencing business decisions. Rational decision making and its effective communication. Managing and using escalations effectively. Estimation, risk, and change management. Presenting to higher management, stakeholder management.
5	<b>Day 3 training: Fostering innovative mindset and passion for technology.</b> Insight into creativity and innovation at work, measuring and developing creative capability of team, creative problem solving. Fostering innovative mindset and passion for technology. Tools and techniques to trigger creativity & innovation. Collaborative learning and creative problem solving. Design thinking, out of box thinking, and decision making. Insight into intellectual properties, patents, and technical publications. Mentoring and coaching technical people. Building useful networks and leveraging on them.
6	<b>Day 4 training: Mastering interpersonal skills, human and group dynamics.</b> Personal tendencies, influencing techniques for techno managers, influencing without authority. Managing conflicts at workplace. Managing time, stress, emotions, and energy. Managing team dynamics, working with cross cultural teams, leading and managing virtual teams. Mentoring and coaching technical people.
7	3 week group assignment with weekly milestones and off-line reviews.
8	½ day assignment review + ½ day presentation to management by participants

**Short duration program options:** 1 day and 2 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

## Short duration programs

Art of delegation	Fostering innovation culture at work
Leadership styles & situational leadership	Questioning techniques for creative exploration
Estimation, risk, and change management	Focus on patents and technical publications
Business insights for technical managers	Interpersonal skills for technical managers
Decision making in business environment	Persuasion and influencing
Creative problem solving workshop	Conflict management workshop
Design thinking for technical managers	Effective Communication for managers
Leading virtual and cross cultural teams	Performance coaching
System architecture for managers	Art of managing meetings
Writing white papers	Negotiating skills for managers
Effective interviewing techniques	Techno Leadership Insights

## Top 3 challenges in global R&D environment while managing technical people.

1. Create unique value proposition.
  - How to gain recognition for innovation capabilities of the team?
    - Recognized not just as a resource pool, but as owner of critical IPs & technologies?
    - Recognized for ability to own complete product and system development?
  - In which areas the team should excel? How to make it happen?
  - Which are the key competencies to focus on? How to develop them systematically?
  - What are the emerging technologies to focus on? How to be a key player in those areas?
  - How to effectively collaborate with other development centers?
    - How to build effective network with key experts? Key decision makers?
2. Look beyond technology – gain market, business, and financial insights.
  - How to develop market, business, and financial insights? How to contribute to and influence business decisions that impact R&D, like, new product development, technology choices, make vs. buy decisions?
  - How to gain insight into real needs and priorities of different stakeholders? How to address diverse, and potentially conflicting needs?
3. Guide and help senior staff in their technical career progression.
  - How to help technical staff to gain insight into nature of different senior roles? Understand challenges and opportunities in those roles?
  - What are the key skills and strengths required to succeed in different roles? How to develop them?

This program systematically addresses these and many more challenges faced by managers at work.

## Expected outcome

Post program, the participants will be able to:

1. Manage teams effectively, adopting apt leadership style for any given situation.
2. Effectively interact with both internal and external stakeholders, understand their needs, and offer practical solutions that meet their needs.
3. Focus on innovation, strategic capability development, development of intellectual properties and technical assets.
4. Confidently face new challenges, take calculated risks, manage priorities; effectively deal with pressure, stress, and emotions.
5. Effectively mentor, coach, and guide younger talent.

## Our panel of experts

- ✓ Each with 20+ years of industry experience.
- ✓ Extensive experience in architecture and design.
- ✓ Extensive architecture review experience.
- ✓ Experience of working in different domains.
- ✓ Extensive mentoring, coaching & training experience.
- ✓ Experience of working in different countries.
- ✓ Combined experience of more than 200 person years.
- ✓ Experience of working in different types of companies & industries.
- ✓ Passionate about promoting innovation in industry.



For further details, please contact: [shri@shriConsulting.com](mailto:shri@shriConsulting.com)

## Profile of workshop faculty

*Shrihari Bhat, has held many senior leadership positions in software, semiconductor, and embedded product industry during his 20+ years of corporate career. He worked in well known companies like Philips, TI, NXP, VLSI, Trident, Tata Motors, and L&T*

*During his 20+ years of corporate career, he was responsible for design of leading edge products in the areas of automotive, networking, healthcare, test and measuring instruments, digital TV, and STB.*



*He comes with extensive experience of working in MNC development centres, both in India and abroad. He worked in different geographical locations like India, Japan and USA. He worked closely with teams spread cross many countries - US, UK, France, Germany, Netherlands, Singapore, China, Korea, and Japan.*

*He was director of engineering at Trident Microsystems before he founded consulting firm, Shri Consulting, in year 2011.*

*He conducts techno-leadership workshops for technical staff in MNC development centres. His signature programs being, System Architect Training, Leadership for technical experts, Creativity and innovation at work, Effective communication for technical people, and Managing technical people. His clients include, Intel, Cisco, Oracle, NXP, Harman, Synopsys, Microsemi, Honeywell, VMware, Mahindra & Mahindra.*

*He completed his Engineering from NIT Surathkal in 1988, MBA in year 1999, and executive leadership course at Ashridge Business School, UK in 2007.*