

Technological Leadership

Engineering and the Professional Career Path



Excellent engineers need to be nurtured

Every organization has a career ladder for managers; few also have one for those professionals who don't have the desire (or the aptitude) to manage people. The outcome is that engineers feel compelled to switch to managerial roles in order to advance; the organization thus loses excellent engineers and converts them into frustrated mediocre managers. The lack of a focus on developing technical leaders can undermine the self-image of many engineers, damage the professional excellence of the entire engineering group, and ultimately impact a technological company's competitive advantage.

The lecture will present the issues, needs and solutions related to nurturing a professional career path in a hi-tech environment, drawing on the speaker's rich experience as a senior engineer who had successfully led the implementation of this concept in a group of thousands of employees at Intel corporation. In parallel, it will outline the significance of the Engineering profession and clarify how engineers can assume personal responsibility for improving their abilities to the benefit of themselves and their organization.

The lecture can be tailored to the nature of the audience and to the existing (or planned) state of the professional path in the target organization.

Target audience: Managers, HR professionals and engineers in technology-based organizations.

Duration: 1 hour.

About the speaker

Nathan Zeldes, a physicist morphed into organizational change agent, has enjoyed a long career as a manager and engineer at Intel. He now helps organizations to solve core problems at the intersection of technology and human behavior.



Nathan's diverse experience includes the initiation, deployment and management of successful programs in the domains of Information Technology, Internet tools, Innovation management, Technological leadership development, Knowledge management, Telecommuting programs, and Academic relations.

His professional activity is accessible at <http://www.nzeldes.com>.