



CORNELL ENGINEERING

# Engineering Teams and Leadership Program

A Presentation to the Engineering College Council

Erica Dawson, Director

October 18, 2013

The top portion of the slide features a decorative header. It has a background of abstract, overlapping shapes in shades of purple, red, and blue. On the right side, the word "ENGINEERING" is written in large, white, sans-serif capital letters. The letters are semi-transparent, allowing the background colors to show through. The word is partially cut off on the right edge.

# ENGINEERING

CORNELL ENGINEERING

Our mission is to grow powerful leaders who take on our world's biggest challenges with knowledge, skill, insight and courage.

The logo features the letters 'ENIG' in a large, bold, sans-serif font. The letters are white with a subtle gradient and are set against a background of red and purple abstract patterns. Below the 'ENIG' text, the words 'CORNELL ENGINEERING' are written in a smaller, white, sans-serif font.

# ENIG

CORNELL ENGINEERING

Cornell Engineering Leaders stand for  
integrity, curiosity, self-awareness,  
responsibility for impact, compassion,  
growth, and determination.

# Programming Goals 2012-15

Few

Engineering Leadership Certificate

Coaching

International Leadership Opportunities

Project Team and Org Programming

Many

Existing Classes

Stand-alone seminars

Speakers

Exposure to model

All

1050s

First Year

Sophomore

Junior

Senior

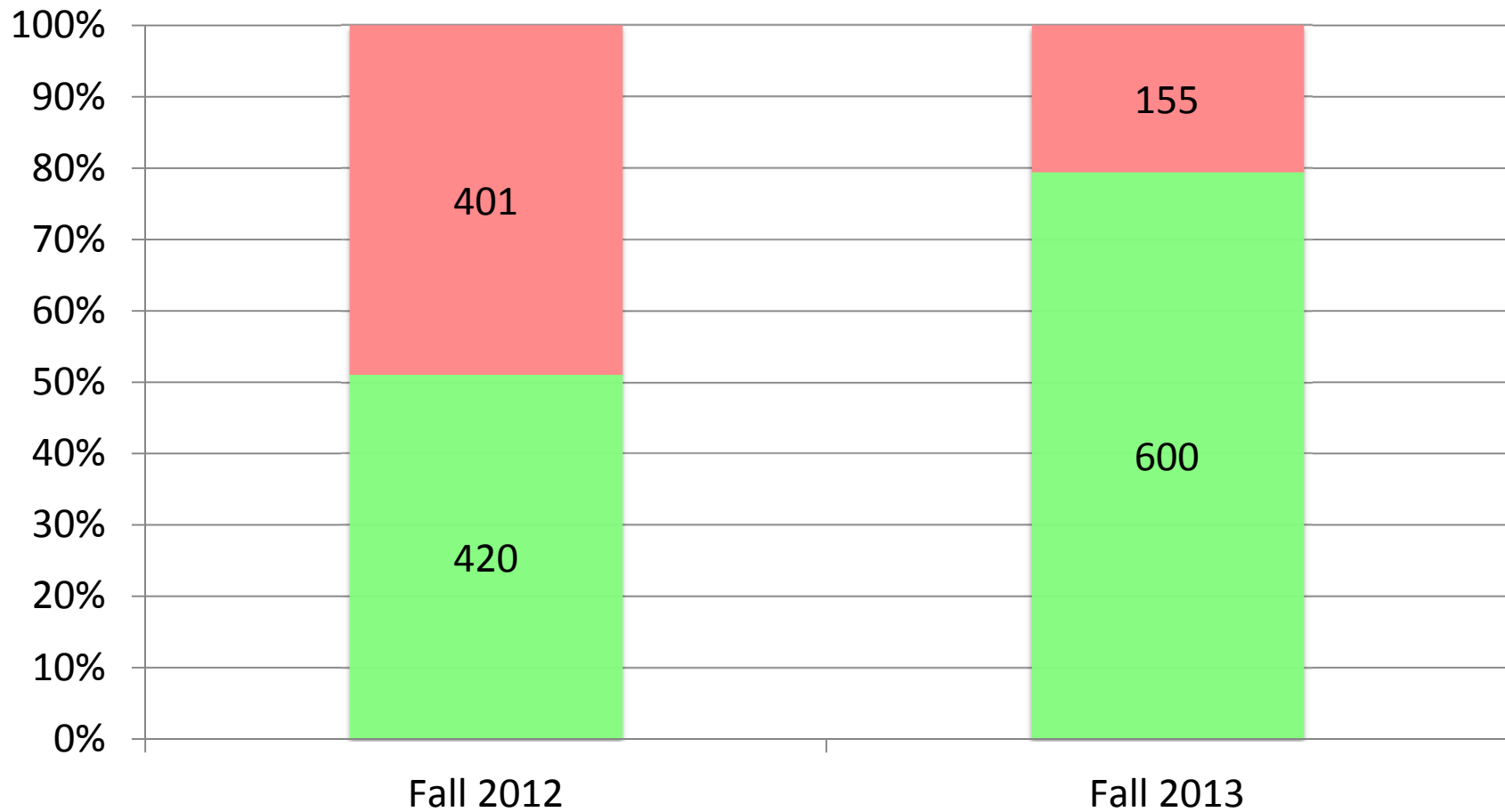
Grad

# Core Programming for Freshmen

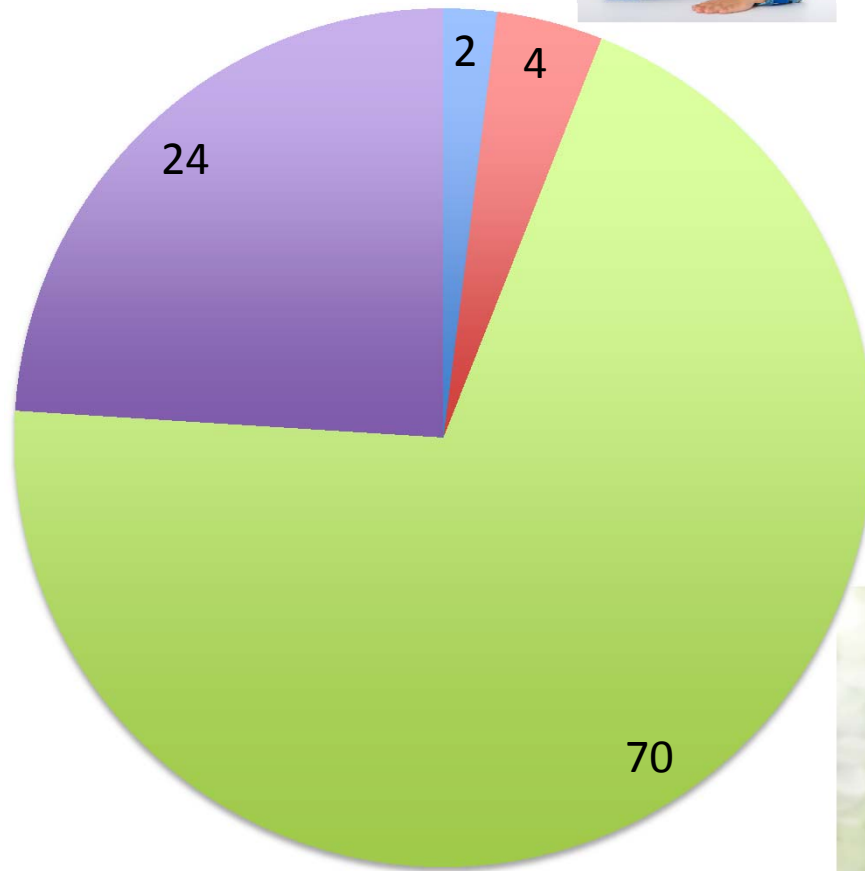
“It Takes A Team”



# Core Programming for Freshmen



# Student Response



# Open to All: “Something for the Many”

Seminars

Speakers

Existing classes





# Seminars

Engineering Ethics

Managing Conflict

Strengths

Assessment

Feedback

Accountability

Decision-Making

Innovation

Organizational Culture

Core Values &  
Purpose

Self-Management

Persuasion &  
Influence

Motivation

Goal Setting

Mindfulness

# Jeremey Donovan (BS, MS 1997)

## “How to Give A TED Talk”



# Supplement Existing Classes

## Before

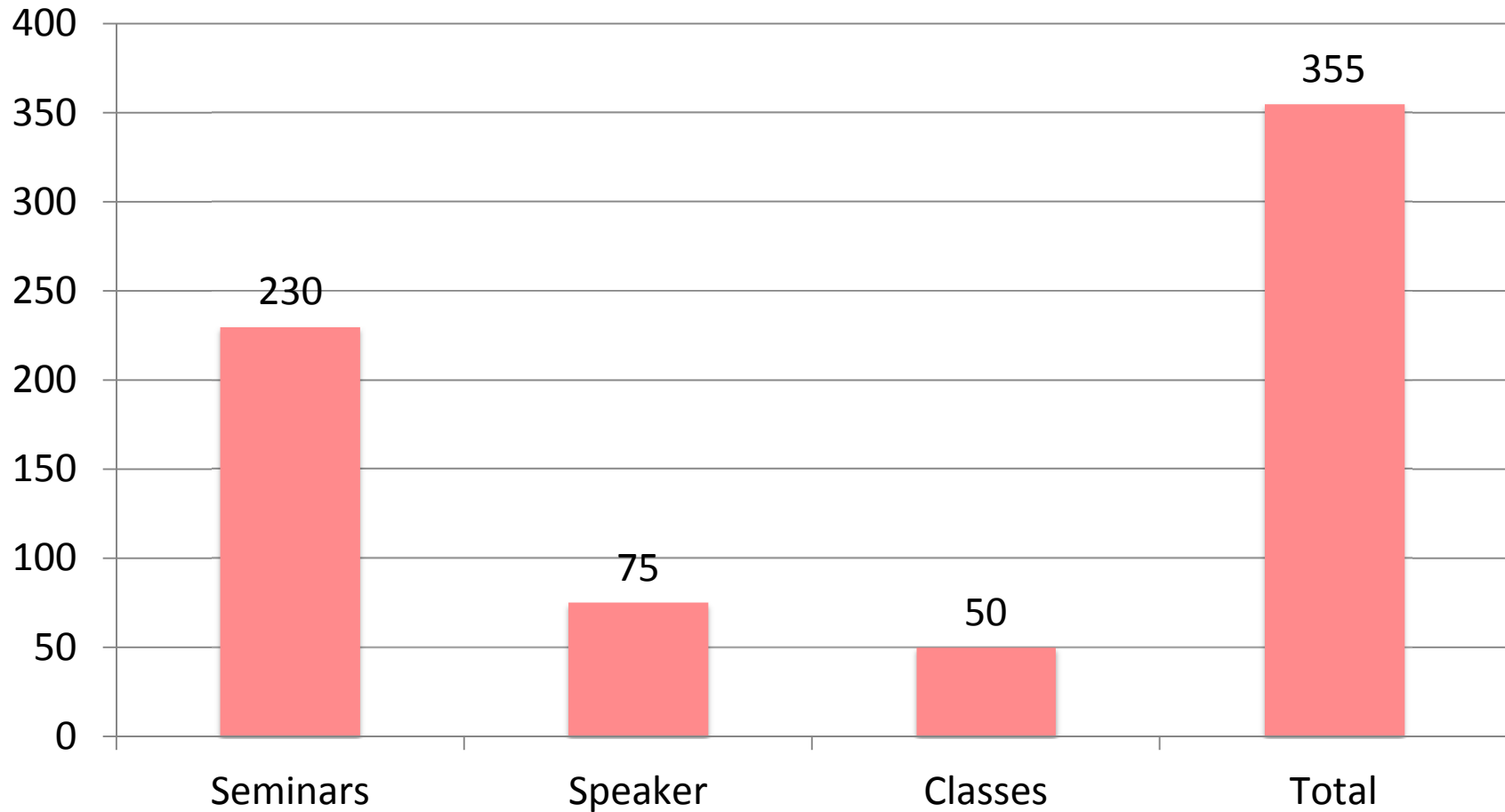
- Self-select
- Little guidance
- Freeriders
- Implosions
- Feedback in form of grades
- Quality and learning suffers

# Supplement Existing Classes

## After

- Organized by strengths
- Supported learning
- Rotational Leadership
- Full responsibility
- Peer feedback
- Quality and learning high

# “Something for the Many”



# Something for the Few

- Project Team Leaders seminar
- International Experience
- Individual Coaching and Teambuilding

# Project Team Leaders Seminar

2012

- Optional
- N = ~30
- No credit

2013

- Optional
- N = ~50
- 2 credits
- Team payment incentive

*“Good forum for talking with other PTLs and comparing how difference teams are organized and their approach to things like recruitment and brainstorming”*

*“Valuable in its overall identification of key issues faced by leaders and the ways to handle and resolve these issues.”*

*“Valued the ability to present issues and circumstances on my team and accept feedback from instructors and the other team leaders.”*





International Experience:  
Israel Innovation Tour

# International Experience

Powermat

TaKaDu

JVP

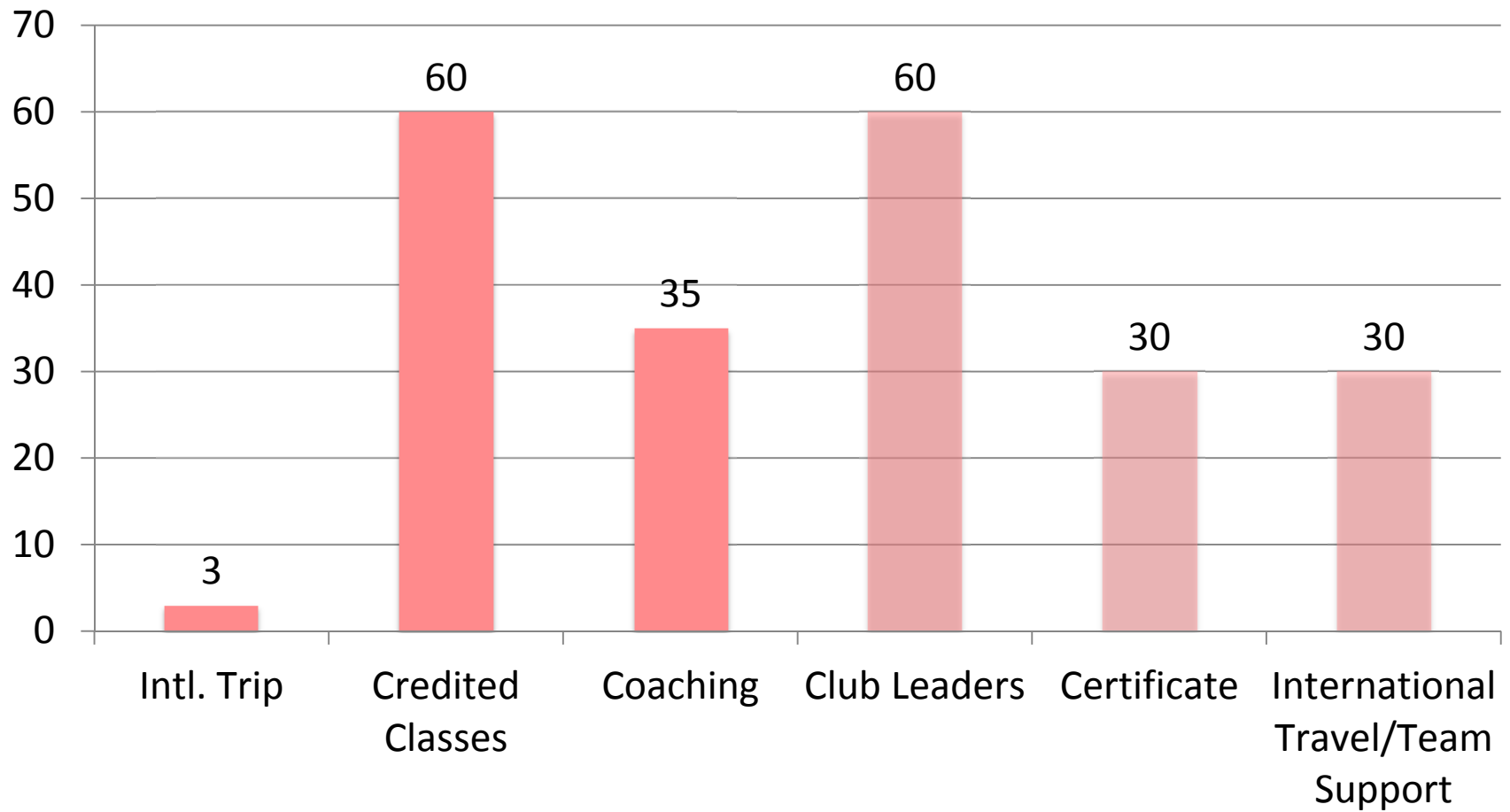
Lod

Netafim

IBM



# “Something for the Few”



# Looking forward

- Additional teaching capacity
- Space
- Defining a field
- Expanding Collaborations (AEM Class Support)