



Engineers as leaders

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Engineers Australia's vision is to be the 'trusted voice of the profession' and the 'global home for engineering professionals renowned as leaders in shaping a sustainable world'.

Economic, environmental and social imperatives are emerging from interconnected trends such as the seven global megatrends identified by Stefan Hajkowitz in *Global Megatrends, "Seven patterns of change shaping our future"*. Addressing these megatrends requires engineering professionals to combine their strong technical skills with even stronger leadership skills, in order to lead the way in 'shaping a sustainable world'.

These strong leadership skills can be divided into three categories: self-leadership, leading teams and leading organisations. Whilst not all engineering professionals will take on roles in their careers where they will lead teams, and even fewer will tackle the challenges that come with leading organisations, all engineering professionals can increase their leadership skills starting with increasing their self-awareness and understanding the impact they have on others.

Reality is that most engineering professionals are promoted into management roles because of their technical knowledge and experience, without any additional support and development to acknowledge that the competencies for being successful in these roles are vastly different from their previous technical roles. Whilst some companies have invested in the leadership development of their engineering professionals, it would be fair to say that many in the industry are still struggling to understand the differences between management and leadership.

Both strong management and leadership skills are necessary to address the challenges in tackling sustainability in all areas and at all levels. The new College of Leadership and Management (CLM) within Engineers Australia has been formed to address these challenges through promoting the importance and supporting the development of both skills, in collaboration with the 'management techniques' societies/panels (cost, risk, asset, quality, systems, and sustainable engineering).

CLM was formed in December 2014, becoming the ninth college within Engineers Australia, with its members now able to become Chartered in the disciplines of engineering leadership and management. Becoming Chartered is one of the biggest differences with the previous Centre for Engineering Leadership and Management (CELM), which was established back in 2002. The new college was set up as a 'professional home for life' for all engineers whose careers encompass broader disciplines and responsibilities, and who take management and leading roles in business and government. It is there to support the 'leadership journey' of all engineering professionals, including those working in project controls.



Becoming Chartered in CLM is an internationally recognised credential that signifies that one is a capable, ethical and well-rounded leader in their chosen field of practice, and is dedicated to their ongoing personal and professional development. Project Controls professionals now have an avenue to differentiate themselves in the market place by becoming Chartered in CLM, as well as benefiting from general membership in CLM that will in particular support the development of their leadership skills.