Reach Your Summit: Call for Leaders

In the modern day global workplace, leadership and management are less about what title appears on your business card and more about how one can inspire and influence teams towards impactful business results, accelerated innovation, and culture creation that fosters employee growth and retention.

// Three Key Themes
We are looking for self-directed, action-oriented volunteers to serve on focused projects across our three themes:

- Management Career Development
- Modern Management Practices
- Diversity, Equity, and Inclusion in Management

If you are interested in helping our members reach their personal summits while at the same time ascending your own, we look forward to you joining us. Since management has more to do with leadership than what’s on your business card, the only requirement is that you are an AIChE member in good standing and have an interest in getting some solid work done in relatively short cycles of time. Being a member of AIChE MGMT is not required.

// Deliverables
Our goal is not just to develop frameworks and lofty ideas, but to also show evidence and results of those ideas prior to the 2020 AIChE Annual Meeting in San Francisco in October. Each team will be seeded with objectives and key results and will be challenged to adapt and develop metrics and deliverables for the community. For transparency and collaboration, results and progress will be shared AIChE-wide on Engage.

// Take the Lead
Feeling inspired to start your climb with us? Express your interest via our Google Forms document here: https://forms.gle/2MZQ5ZfHM1tY2n1s9
For deeper details on each of the three themes, please refer to the following appendix.

See you at the top,

Austin S. Lin, Chair (2020) AIChE MGMT Division
// Management Career Development
Just as not all AIChE members are the same, not all career paths are the same. As a diverse Institute, we have members at all stages of their management careers.

The goal of this initiative is to provide documented best practices and career guidance to four categories of AIChE leader:

- **Students** - Undergraduate, Graduate, Post-Doc, with a focus on management and leadership skills one can obtain years before the word “manager” ever appears on a business card or email signature.

- **Emerging Managers** - Leaders in the initial stages of their careers as managers.

- **Experienced Managers** - Leaders in the mid to later stages of their careers as managers.

- **Tech-Management Transitions** - Individuals who aspire to, or are in the process of taking on increased leadership roles within their organizations. This could be an individual switching to the managerial track of their company, or, for example, a Lab Principal who will be newly directing a group of researchers.

// Modern Management Practices
Being a world class manager also means having modern tools at one’s disposal. While the Management Division will continue to offer education on core tools like project management, team leadership, and other traditional tools through our sessions at the Spring and Annual Meetings, we’ve expanded our scope to include real world leadership skills that are important in a modern workplace including psychological safety, unconscious bias, emotional intelligence, and cross-cultural/cross-time zone management.

The goal of this initiative is to provide education and real world case studies for members to learn, practice, and adopt managerial practices relevant to the modern engineering industry.

- **Team Effectiveness** - Teams no longer mean the design engineers two cubicles down the aisle. Teams today are global, virtual, and hyper-connected spanning different cultural norms (even within the same country), behaviors, and motivations. How can a modern day manager tap into the impact that diverse teams can offer the business?

- **Emotional Intelligence in Management** - As managers, delivering key business results is an expectation, not an aspiration. Influencing an increasingly diverse and specialized workforce
through executive mandate alone is no longer an effective way of leading teams and organizations. Understanding the basics of emotional intelligence as it relates to managing teams is a modern day core competency of the most effective leaders.

- **Chemical Engineering for the Public Good** - Mastering the technical specifics of chemical engineering are just the cost of admission to the modern competitive company. The impact of those technologies on sustainability, and public safety and well-being are really what set companies apart. From environmental impact to engineering ethics, what does it mean to do good as a chemical engineer and what opportunities exist for members to make a difference?

// **Diversity, Equity, and Inclusion in Leadership**
Research from [Accenture](https://www.accenture.com) and the [Boston Consulting Group](https://www.bcg.com) point to diverse organizations as not just a place where all professionals can thrive and contribute, but also deliver bottom line results. The strong cultures that emerge also contribute to stronger, more psychologically safe workplaces, highly effective teams, and improved employee morale and retention.

So what is Diversity, Equity, and Inclusion (DEI)?

- **Diversity** - a community of engineering professionals from all backgrounds, cultures, and beliefs.

- **Equity** - fairness and equal access to professional opportunities. Not all of us, no matter our individual capability, had the same access and in-roads to the chemical engineering profession that many others had. We want to level the playing field, grow individual capability, and improve professional access for all engineers and aspiring engineers.

- **Inclusion** - creating environments where individuals see that they belong, are clear on how they can contribute, and can inspire one another to perform at our best regardless of background, physical appearance or ability, culture, belief, ethnicity, identity, or beyond.

**The goal of this initiative** is to provide leadership tools, case studies, and best practices for managers who champion diversity, equity, and inclusion in their workplaces. The aim is to attract and retain the best people and reward them in working environments where they can grow and in return, help deliver the business.

- **Women and Underrepresented Groups in Management**
  - Addressing gender, ethnic, and cultural gaps in management is an opportunity to attract, retain, and develop underrepresented groups in executive leadership roles at all levels of an organization.
  
  - What common challenges do we face within the engineering industry and how do we share our stories, coaching, and mentorship with one another? What best practices exist
to manage intersectionality (individuals that identify with multiple underrepresented groups, for example, Person of Color + Female + Physical Disability).

○ What are proven practices for obtaining mentors and executive sponsors and what can we learn from those members who have experienced successful outcomes through both kinds of support systems?

● LGBTQIA+ Allyship in Management
  ○ Regardless of how one identifies as an individual, how can we be supportive and effective managers for diversity in individual identity? For LGBTQIA+ managers, what are common challenges faced and how can our network of allies support each other effectively? How can we leverage our diversity to deliver outstanding business results while creating spaces where diverse groups can grow and thrive?