

New Initiatives 2

Please start with this much food → 2 halves

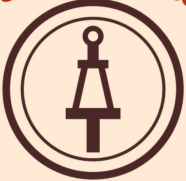
Please sit near the front in groups of 5-6
Officers/advisors please spread out!

Announcements



1. MBD Brainstorm Sesh (tonight, same room)
2. MindSET 1 (2/21, 2-5 pm)
 - a. EECS 1303
3. Eminent Engineer Nominations
 - a. Deadline: 2/21 (maybe 2/20)
 - b. E-mail tbp.secretary@umich.edu
 - i. Please put “Eminent Engineer” in subject line
 - ii. Name, reason to nominate (short para), picture, Resumé/CV
 - iii. Do not contact your nominees!

Announcements

MI-EPSILON PRESENTS



Tau Beta Pi
The Engineering Honor Society




**TAU BETA PI
INTER-CHAPTER PI DAY**

SATURDAY, MARCH 14, 2:00 PM

Wayne State University College of Engineering
5050 Anthony Wayne Dr., Detroit

RSVP by 2/20



RSVP @

tbpmig.org/piday



Agenda

1

Individual
Reflection

3

Whole Group
Discussion

2


Small Group
Discussion

4

Feedback



Individual Reflection

1. What do you value most in a leader?
 2. What skills/experiences have been valuable to you as a leader?
 3. Are there any leadership skills you want to personally develop?
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Introductions

Introduce yourself to everyone at your table

Name, year, major/department, one fun fact

Small Group

Discussion

1. Open the Niz Workbook at fbpmig.org/niz
2. On the left, there will be a list of tabs “Group n.” Claim an unclaimed tab
3. Put the names of everyone in your group on the 1st page and go through each of the questions



Whole Group Discussion

Get ready to share what you talked about in your groups.

I really want to hear from people besides the officers/advisors, so electees and actives please speak up!

Action Items

1. Continue to make sure leaders don't cluster
2. Anonymous feedback/complaint form
3. Soft skills development

Feedback



tbpmig.org/niz-feedback



Sign-in

TheBaguettePanera

**Also, come to the MBD Brainstorm
Session right after this in the same room!**

Update from Moon: EE nomination deadline 2/21



Group 1

Group Members: Dave, Kevin, Yunseok, Lexi, Alyssa, Deven

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

- Compassion
- “The ‘Leeroy Jenkins’ Factor” - specifically the ability to be bold and decisive
- Dependability
- Being a good listener
- The ability to admit that they’re wrong (publicly)
- Just developing skills by themselves is difficult
- Keep the leaders from grouping off
- Lack of knowledge about leadership structure (potentially makes it difficult to know who to reach out to)
- Part of our culture as an organization means constantly cycling leadership to help many people get leadership opportunities
- More engineering futures, having access to the slides and stuff even outside of training as resources
- We need to recognize that we won’t all be perfect because we are literally 20 [on average]
- Need to grow ability to pivot after failure

What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

- Good experiences include:
 - Mentorship from other leaders – very open line of communication that is set up by the older leader (and not the newer because it is difficult to start that)
 - Some of the best experiences have been failure and learning that you won't always have the right answers and just have to go with your gut/getting more comfortable with the ambiguity
 - Experience filtering ideas when there are many and developing clarity
- Biggest skills: communication, decisiveness and the ability to deal with the consequences of decisions/to fix them

How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

- We want to develop soft skills, help with networking/presentation-giving/speechwriting and communication-focused
- It is good to collab with ECRC and stuff but having peers give info is good
- Getting alumni contact is good especially so we can get industry-specific advice for interviews and stuff
- What can and cannot be asked during an interview/questions they are not legally allowed to ask as part of interview prep and how to tell if a job listing is sketchy
- Interview etiquette
- How to evaluate offers
- Basically just a ton of interview prep would be helpful
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Group 2

Group Members: Drew, DrDFM, Haoyun(Harry), Akshita, Wei-Lun

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

- Drew: I value approachability, collaboration, accountability, and enthusiasm for what/who they lead
- DrDFM: Humility, empathy
- Akshita: communication skills, delegate tasks
- Harry: ability to understand team members' opinion and abilities, so that the leader could organize teams well
- Wei-Lun: 🙌
(Know who to ask for help about which issues/scopes: understand the discretions & responsibilities of each officer/chair/lead)

- More professionalism/setting better examples
 - Better recognition of audiences
- Better ability to resolve conflicts
 - Better communication
- Getting more practice being a leader vs. delegator
 - Once upon a time: officer bonding exercise (see conflict resolution team exercise template event), Team socials/service projects
- Being more outgoing/present with non-officers
 - Not sitting with other officers as much
- Be more recognizable/outgoing

What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

- Drew:
 - 2. good time management, independent thinking/decision making, and having a true passion for what I do.
 - 3. I want to get better at spreading out timelines instead of frontloading/backloading lots of work
- DrDFM:
 - 2. Being able to relate big picture to small details, being able to motivate people to see/embrace their vision (ex. Cub Scouts Day has lots of moving parts that need ownership decision making).
 - 3. Communication skills
- Akshita:
 - 2. Organizing, task delegation, can dynamically shift tasks to keep things on track
 - 3. Conflict management
- Wei-Lun:
 - 2. Running large events that involve multiple officers and chairs/leads: better understanding of scope, better communications of timelines, figuring out “who’s responsible for what” + “which communication tricks/patterns for whom”.
 - 3. Want to develop more knowledge of events/projects: transfer of knowledge (e.g., common traps & challenges, common timelines & action items, what’s learned from the previous run)
- Harry:
 - 2. Communication across backgrounds, balancing convictions
 - 3. Building better from multiple people to coordinate better
- Summary
 - 2. Recognizing importance of communication, relating macro and micro views, synthesizing perspectives
 - 3. Communication, treating others how you be treated

How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

- Setting good examples of leadership skills
- Better mentorship accessibility
- Volun-tell new leaders to lead things, preferably new ones

Better Communicate:

- Website, Website, Website, Website, ... RPi, ... Website, Website, Website
- GCal = everything. If it's not on the calendar, it doesn't exist.
- Follow Drew around, you'll visit everything.

Group 3

Group Members: Anthony, Jaccob, Surya, Goncalo

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

Q1

- Reliable
- Accountable
- Good communication
- Putting the team first (selfless)
- Encourages autonomy
- Leads by example

Q2

- Decisive despite ignorance
- Captain of sport (general)
- Empathy
- Skill to learn names
- Multitasking (systems engineering perspective)

Implementing Practices

- Maybe more initiative tasks to improve upon the individual
- Active management of the government structure

What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

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How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

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Group 4

Group Members: Ava, Natalie, Justin, Chaison, David, Roman, Ashley

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

- Honesty, communication, confident but know when to step back
- Humble
- The ability to ask for help and know when to delegate when you don't know how to do something
- Kind, altruistic
- ♥

What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

- Managing hierarchical power dynamics (parallel levels of leadership)
- Leaders should be humorous to bring joy to people
- Would like to personally develop delegation skills
- Having experience
- As a k12 officer, having the opportunity to lead large events with many people, thus being “forced” to delegate tasks and communicate, helping to develop important skills

How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

- Hold social events to help members develop more meaningful relationships, so they can lead better
- A clearer delegation of responsibilities for officers so members understand what they do, other than just explaining around the elections
- More communication about project leads, service events
- WE CAN DO WEEKLY EMAILS!!!!

Group 5

Group Members: Allison, Anthony, Joseph, Tasuku

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

To be reliable / responsible. You got to be reliable

A good shot. Have an idea about what you are doing

Original. Think independently

Decisive, can make important decisions

Communicating, can organize a team

Accountable to mistakes

What practices could be implemented so that chapter leadership can better embody these values?

Transparency

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What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

See above

We think capable is brought up the most

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How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

Advertise leadership opportunities more

Send email about leadership opportunities

Force electee to do leadership

Create a new role (something like assistant to the president) thats just picked randomly every week.

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Group 6

Group Members:

What values did your group list in response to question 1? What practices could be implemented so that chapter leadership can better embody these values?

Discussion Notes

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What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Discussion Notes

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How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

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Group 7

What skills did you list in response to questions 2 and 3? Share around as a group and explain why you chose the skills you listed. As a group, figure out which skills you all brought up the most.

Skills/experiences valuable to you as a leader?

Leadership skills you want to develop?

Discussion Notes

- Career fair
- Made a conscious effort to make eye contact with every single person in order around the table
 - Makes people think you're listening to them (and helps them feel engaged with the process)
- Ability to make people feel that they and their opinions are valued
- Public speaking skills
- Time management
- Confidence
- Interpersonal skills
- They are qualities we have seen in leaders we look up to
- Knowing which ideas to listen to (when to listen and when not to listen to people and ideas/feedback)
- Balancing confrontation/boundaries with maintaining good working relationships



How can we as a chapter help our members develop the skills you listed in response to the previous question? If we already offer opportunities to develop the skills you listed, is there a way we can better communicate these opportunities?

Discussion Notes

- Improv and speech and debate
- Invite professionals that teach soft skills (workshops) Technical communications profs?
- Blind presentations
- Quick presentations about stuff nobody cares about (rules of grammar)
- Inbox organization workshop
- Spelling workshop because I cannot spell nor type properly
- How to stop Catherine from abandoning us workshop

