Engineering Career Development

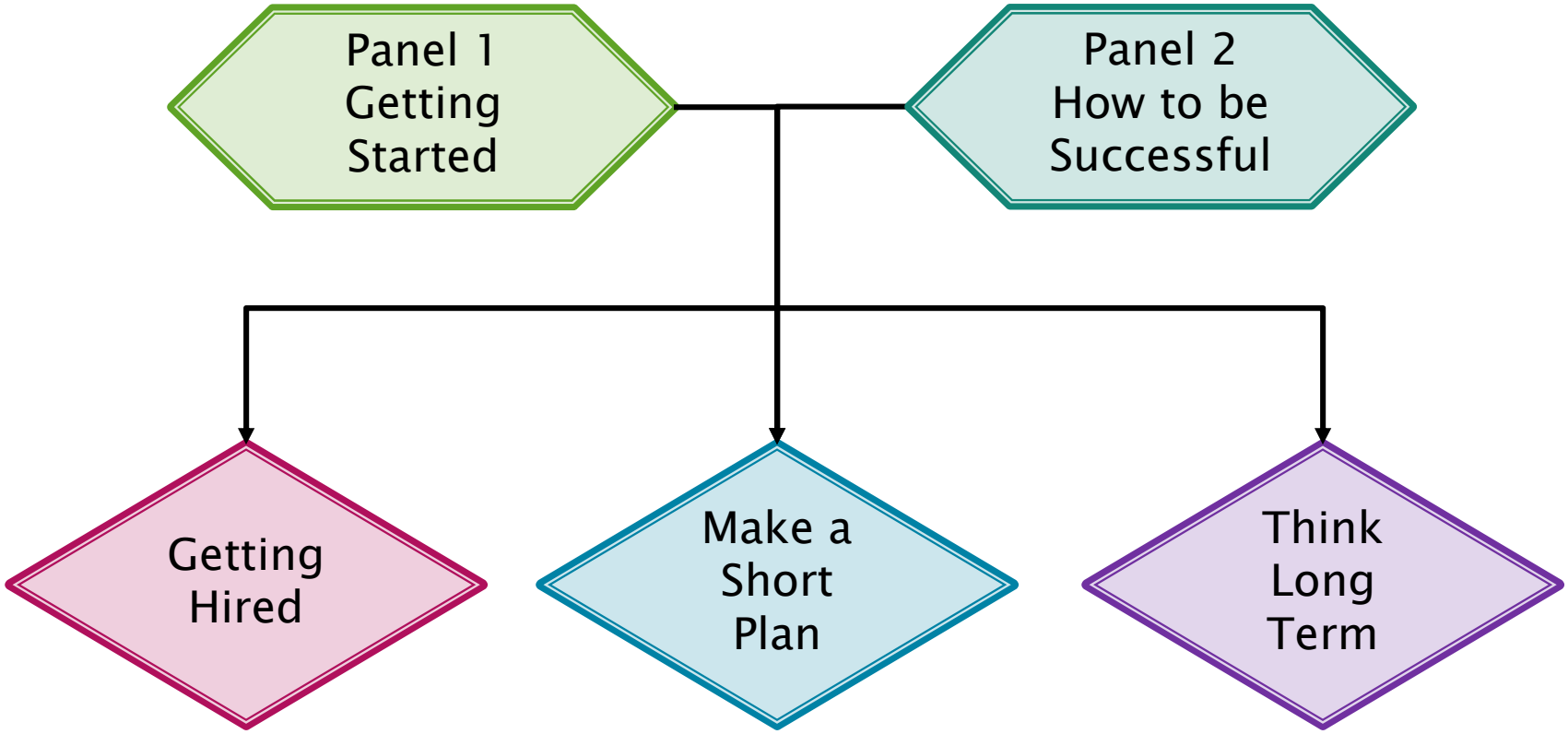
- Chapter 2

Planning your career path

Who is responsible for your career?

YOU!

Agenda


Panel 1
Getting
Started
Panel 2
How to be
Successful
Getting
Hired
Make a
Short
Plan
Think
Long
Term

Panel 1 – Getting Started

- They have experience in starting new jobs, with new companies for new careers…

Anna Corman

2015 → Iowa State University

- Major: Civil Engineering

2018 → Internships

- Washington County, Transportation Engineering Intern
- Stantec, Civil Engineering Intern

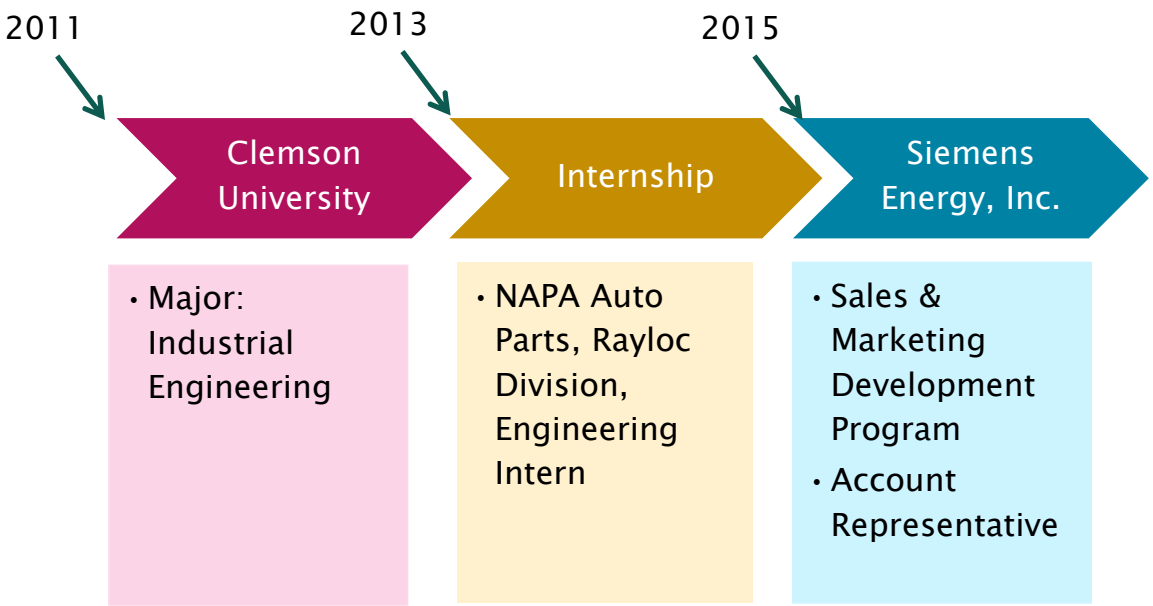
2019 → Burns & McDonnell

- Assistant Civil Engineer

Anna's Path

Eng Intern
Engineer 1
MSEE
Engineer 2
Vendor Rep
Industry Expert
Engineer Supervisor
Engineer 3
Engineer 4
Engineer 5
PHD
Patent Lawyer
MBA
Chief Engineer
Professor
Engineer Manager
Public Utilities
Mostly Good Looking
Tenured Professor
Director
VP
Board of Directors
CEO

Brian Anthony



Brian's Path

Engineer 1
MSEE
Engineer Supervisor
PHD
Professor
Tenured Professor
Engineer 2
Patent Lawyer
Director
Eng Intern
Engineer 3
Engineer Manager
CEO
Sales Engineer
MBA
VP
Engineer 4
Public Utilities
Account Rep
Chief Engineer
Board of Directors
Engineer 5
Mostly Good Looking

Mark Pederson

2011 → North Dakota State University

- Major: Civil Engineering

2012 → Internships

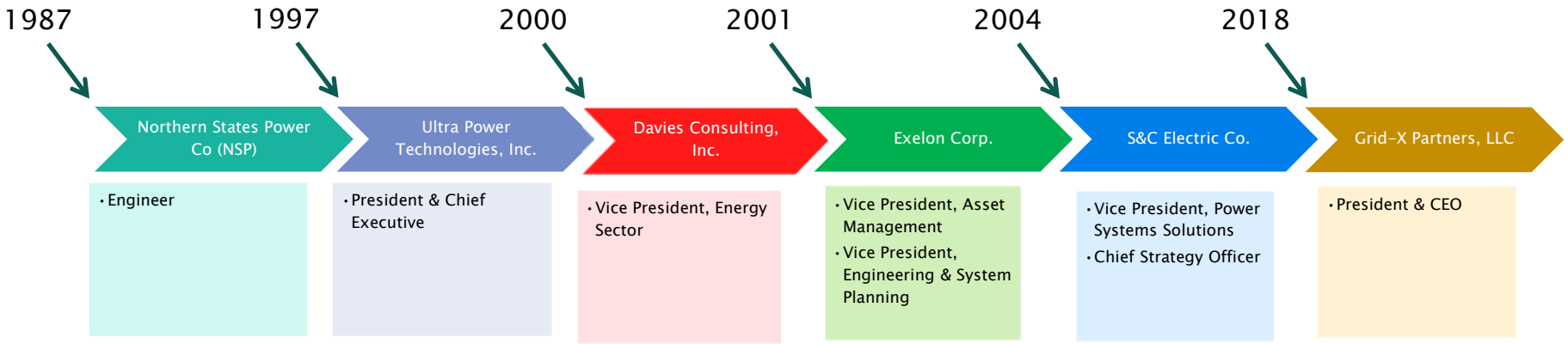
- Bruan Intertec, Field Technician Intern
- Upper Great Plains Transportation, Research Asst.
- Burns & Mac, T-Line Engineering Intern
- Black & Veatch, T-Line Engineering Intern

2016 → Burns & McDonnell

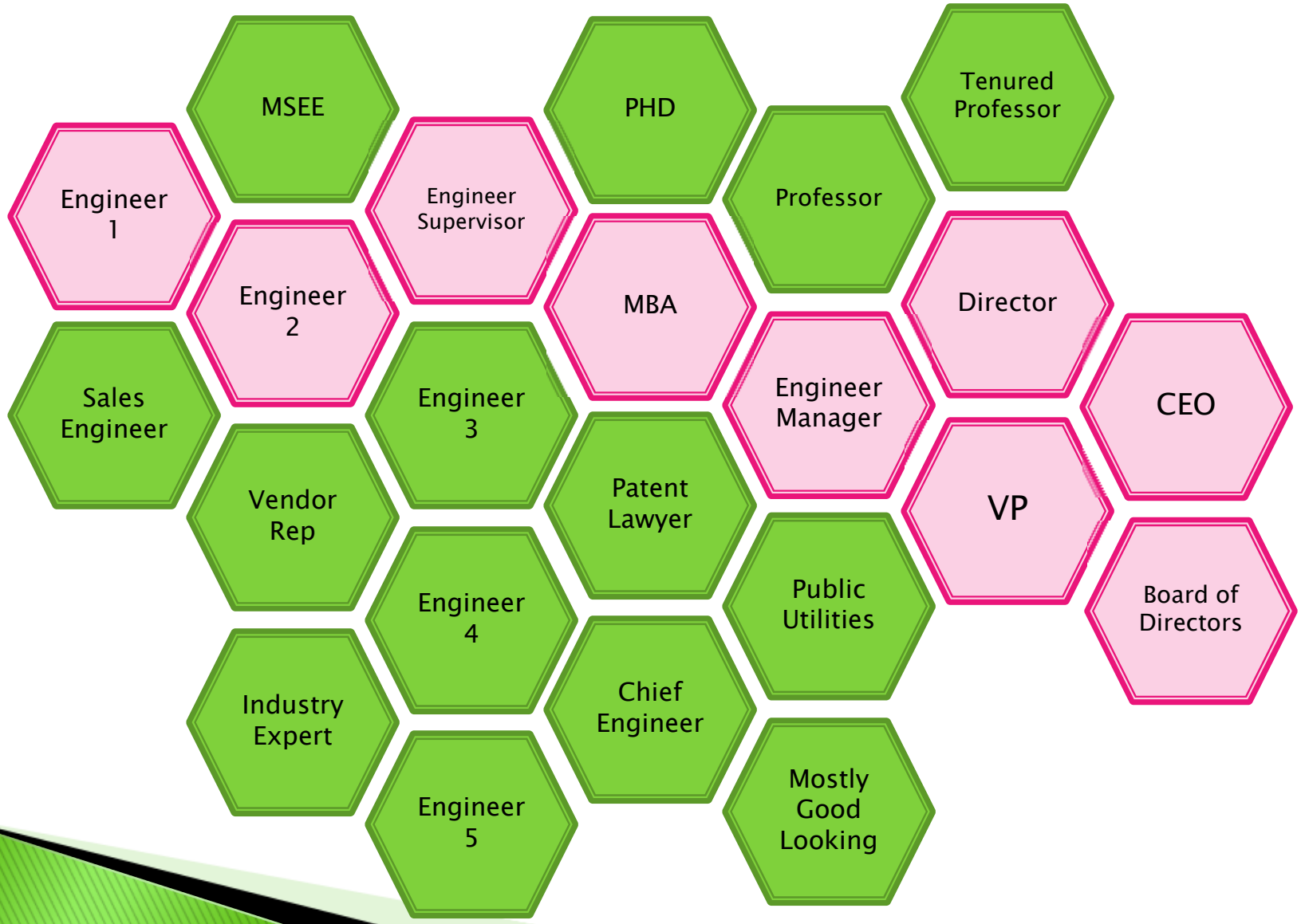
- Transmission Line Engineer

Mark Pederson

Wanda Reder


1987
Northern States Power Co (NSP)
• Engineer
1997
Ultra Power Technologies, Inc.
• President & Chief Executive
2000
Davies Consulting, Inc.
• Vice President, Energy Sector
2001
Exelon Corp.
• Vice President, Asset Management
• Vice President, Engineering & System Planning
2004
S&C Electric Co.
• Vice President, Power Systems Solutions
• Chief Strategy Officer
2018
Grid-X Partners, LLC
• President & CEO

Wanda's Path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Board of Directors
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Chief Engineer
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Mostly Good Looking

Q?A?

Getting Started

- Information and Insights from Panel 1 – Experts in Getting Started

Getting Started

- Getting Hired
- Making a Short Plan
- Thinking Long Term

5 Stages of an Interview

- Introductions
- Small Talk
- Information Gathering
- Questions
- Wrapping Up

Be The Interviewee

- Prepare
  - Make a note sheet with examples
- Listen
  - Understand the question
- Answer
  - BE SPECIFIC!

Be the Interviewer

- Prepare
  - What questions do you have from the Job Description?
- Listen
  - What insight into the job did the interview questions give you?
- Ask
  - Ask questions to GIVE and GET information

Getting Hired – Do's & Don't's

DO

- Be Specific with your answers
- Bring a note sheet
- Have questions to ask (for you!)

DON'T

- Be late
- Talk negatively about current/past companies & managers

Q?A?

Starting Your New Job Right!

- Prepare
  - How to do your job
  - Who to ask questions
- Do
  - ASK QUESTIONS
  - Say YES with care

Making a Short Plan

- Ask
  - ASK QUESTIONS
- Listen
  - Department/Team Culture
  - Manager Expectations
- Prioritize
  - Manage your work

How to Live the Cube Life

- Working 8 to 5-ish
- Take Breaks
- Get Up and Move
- Leave it At the Office

Short Plan – Do's & Don't's

DO

- Ask Questions
- Say Yes to new assignments
- Find a go to resource for questions

DON'T

- Be late
- Overcommit

Q?A?

Thinking Long Term

- Listen
  - Ask for feedback on your performance
- Assess
  - Chart the possible paths
- Plan
  - Goals & Actions to start

Long Term – Do's & Don't's

Do

- Think about what you want!
- Know your Company & Industry
- Know HOW to get your work done

DON'T

- Do nothing!

Q?A?

BREAK! 10am –10:30am

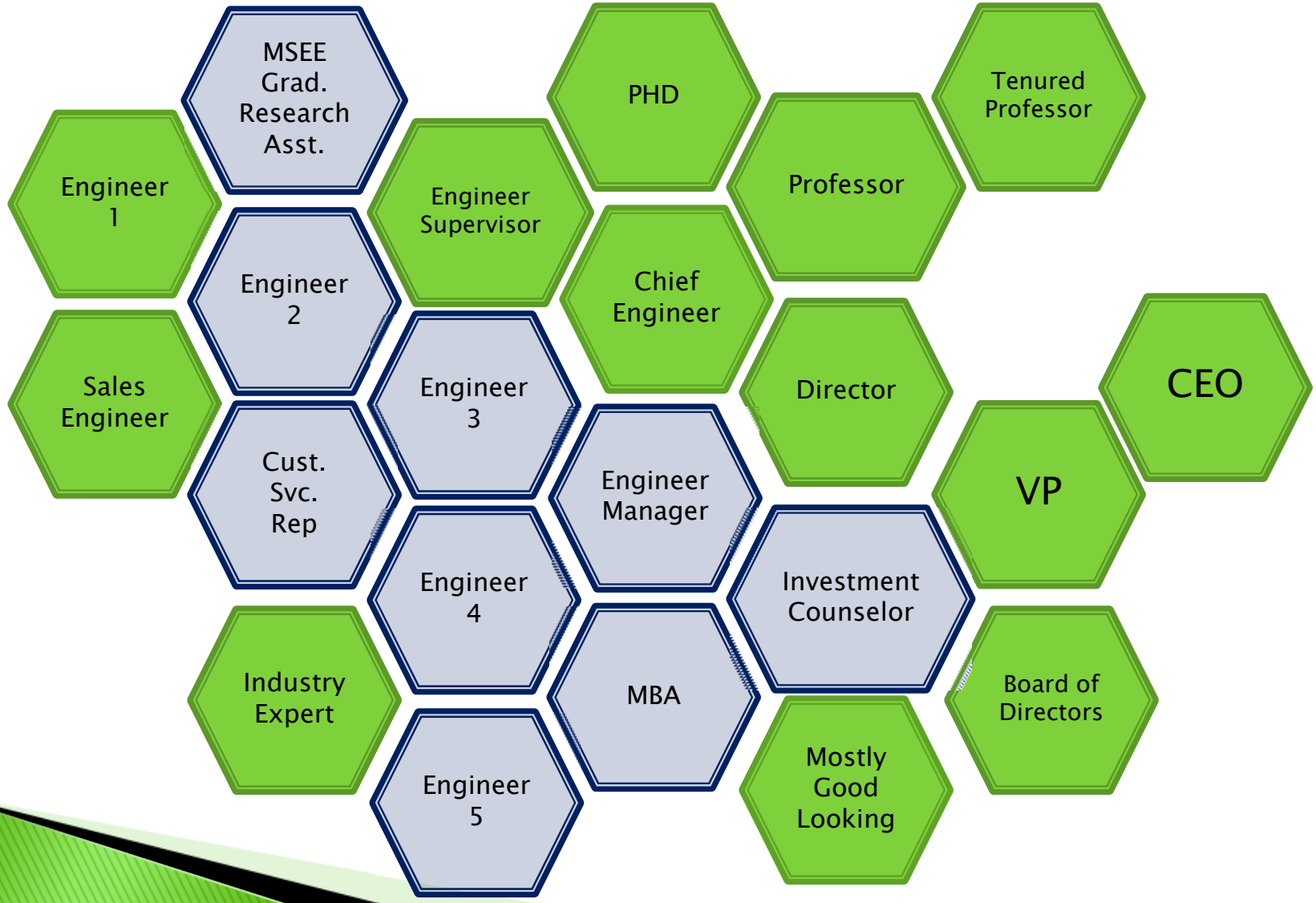
Panel 2 – How to Be Successful

- They are managers, supervisors and leaders…

Mythili Chaganti

2004	2005	2015
Excel Engineering	Xcel Energy	CenterPoint Energy
• Engineer 1	• Substation Design Engineer II • Substation Design Staff Engineer • Substation Design Senior Engineer	• Principal Engineer • Engineering Manager

Mythili's Path



Denny Branca

1984 → **Xcel Energy (NSP)**

- Substation Engineer 1
- Substation Engineer 2
- Substation Senior Engineer
- Key Account Operations Engineer
- Manager, Subs Design Engineering
- Director, NSP Engineering
- Director, Emergency Response
- Director, Distribution Control Centers
- Director, Special Projects

2005 → **Cannon Technologies/Cooper Power Systems/Eaton Corp**

- Director, Substation Marketing
- Director, Energy Automation Solutions

2017 → **ElectroTech Sales**

- Director, Business Development
- VP, MN Utility Division

Denny's Path

MSEE
PHD
Tenured Professor
Engineer 1 START
Engineer Supervisor
Professor
Engineer 2
Patent Lawyer
Director
Sales Engineer
Engineer 3
Engineer Manager
BRICK WALL
Vendor Rep NOW
MBA
VP
Engineer 4
Public Utilities
Industry Expert
Chief Engineer
Utility Supplier
Engineer 5
Mostly Good Looking

Kerby Nester

2006 → Ulteig Engineers

2011 → Great River Energy

Ulteig Engineers

- Engineering Intern
- Engineer 1
- Engineer 2

Great River Energy

- Transmission Line Design Engineer
- Senior Line Design Engineer
- Leader, Transmission Line Design
- Leader, Transmission Technical Services

Kerby's Path

MSEE
PHD
Tenured Professor
Engineer 1
Patent Lawyer
Professor
Engineer 2
MBA
Director
Sales Engineer
Engineer 3
Tech. Services Leader
CEO
Vendor Rep
Design Lead
VP
Engineer 4
Public Utilities
Industry Expert
Chief Engineer
Board of Directors
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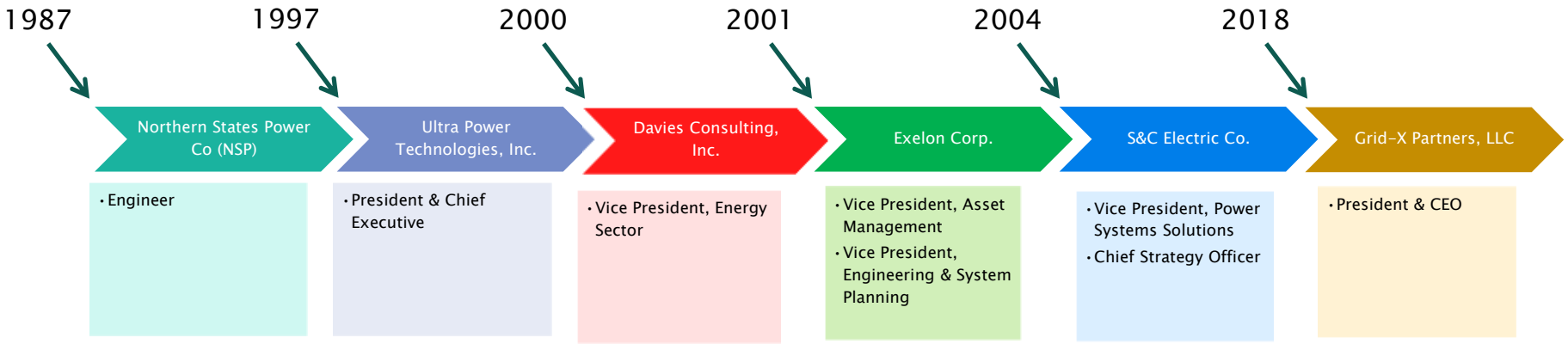
Wanda Reder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2000
Davies Consulting, Inc.
• Vice President, Energy Sector
2001
Exelon Corp.
• Vice President, Asset Management
• Vice President, Engineering & System Planning
2004
S&C Electric Co.
• Vice President, Power Systems Solutions
• Chief Strategy Officer
2018
Grid-X Partners, LLC
• President & CEO

Wanda's Path

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Tenured Professor
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Industry Expert
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Mostly Good Looking

Q?A?

How to be Successful

- Panel 2 experts on helping & guiding you to success

How to Be Successful

- Getting Hired
- Starting Out Right
- Thinking Long Term

Get In the Door – Quick Hits

- Resume
  - Keep it to 1 page…Really!
- Cover Letter
  - Make it specific to the job you apply for
- Proofread
  - Spell the company name right!
- Use your network
  - Ask professors, colleagues, friends to contacts

Describe Your Ideal Candidate

- Passion
- Enthusiasm
- Authentic
- Confidence in your competence
- a ‘Fit’

5 Stages of an Interview

- Introductions
- Small Talk
- Information Gathering
- Questions
- Wrapping Up

The Interview

- Ask
  - How to determine that this is the one!?
- Listen
  - Actively
- Answer
  - Sell the job

Getting Hired – Do's & Don't's

DO

- Do your best, even if you're not a fit
- Be Specific

DON'T

- Ask about Pay
- Assume they know, answer the question
- Be late

Q?A?

Making a Short Plan

- Ask
  - What do you do?
- Listen
  - Meet your Team
- Prioritize
  - What is your team here for?

Transitions Are Tricky

- Individual Performer to Manager
- Peer to Boss
- Status Quo or New Regime

Short Plan – Do's & Don't's

DO

- Listen First!
- Build Trust
- Relationships

DON'T

- Be late
- Make changes without understanding

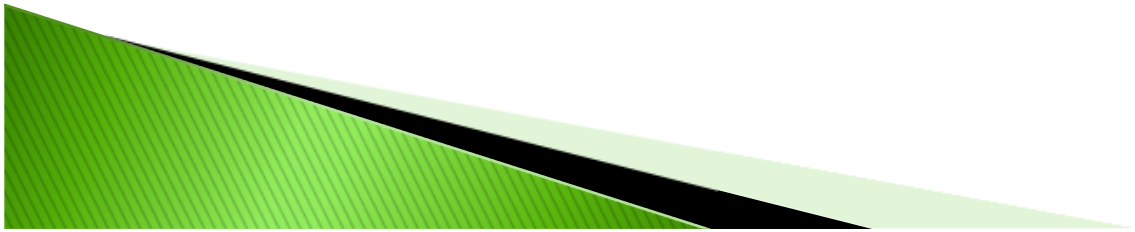
Q?A?

Thinking Long Term

- Assess
  - Performance
- Support
  - for feedback
- Stand Back
  - Whose plan is it?

What's the Best Way?

- Manager or Individual Performer?



Long Term – Do's & Don't's

Do

- Take some self assessments
- Articulate Needs and Value
- Support employees

DON'T

- Do nothing!
- Do it for them

Q?A?

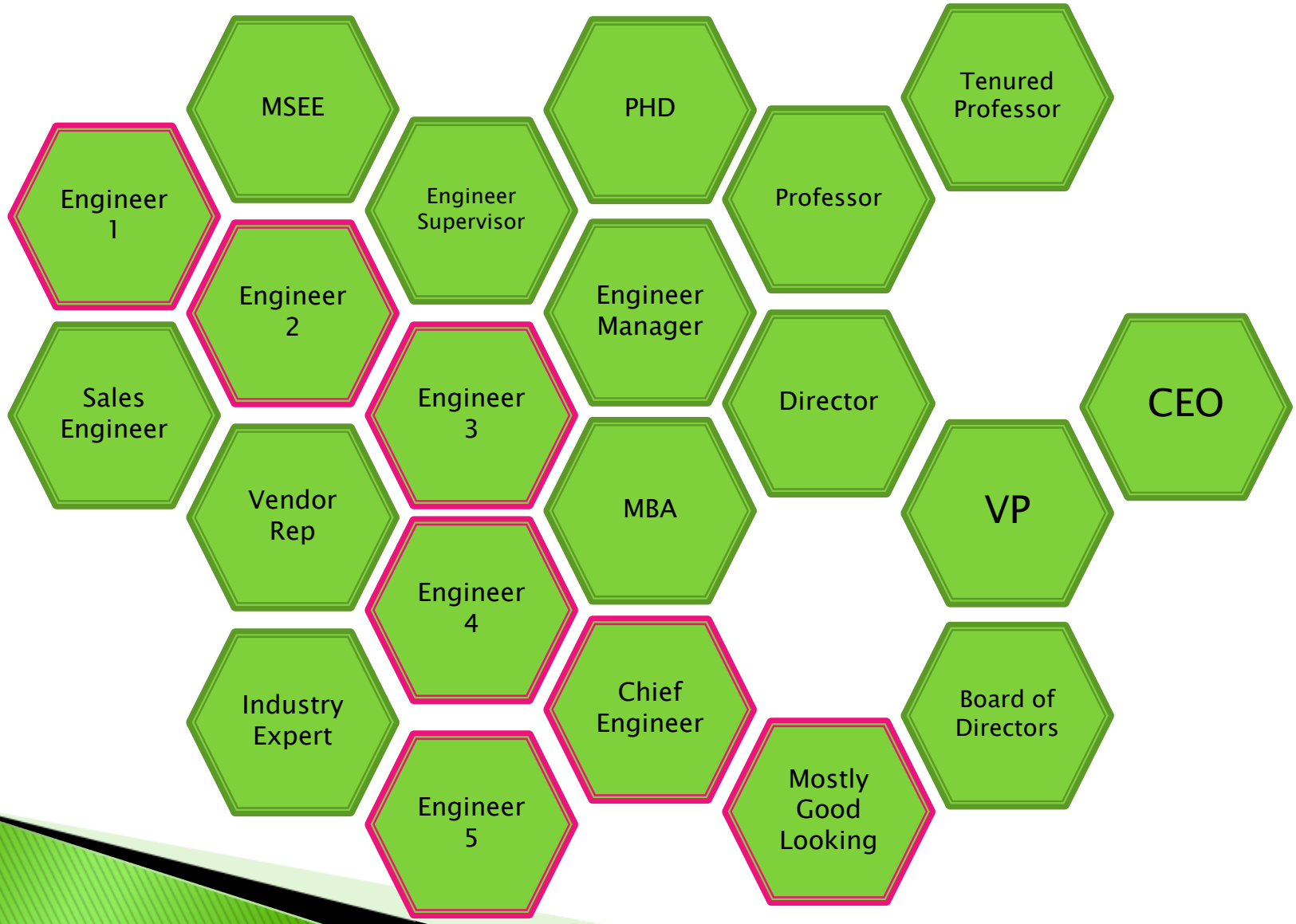
Revisiting Your Plan

Revisiting your plan

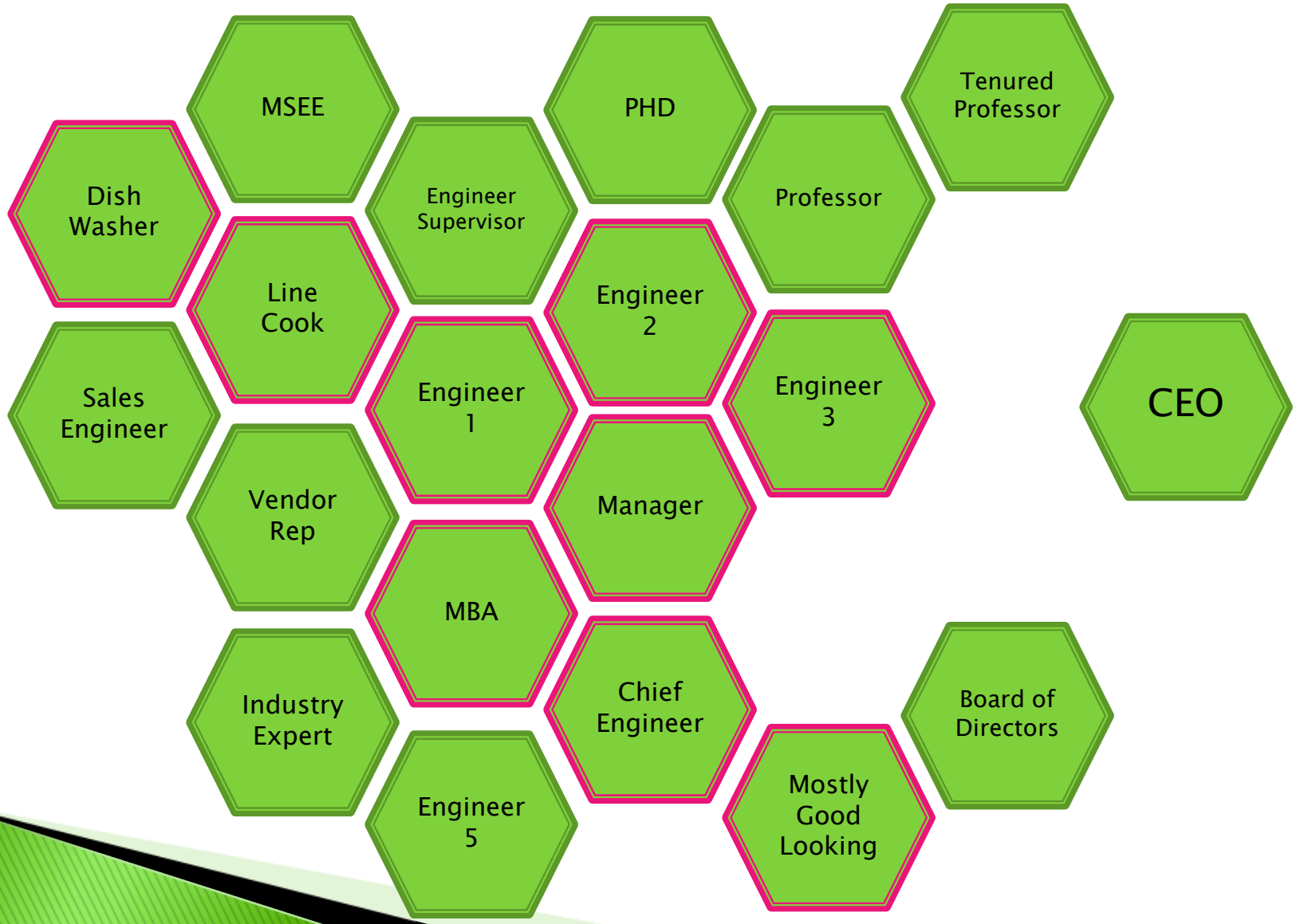
- Change your plan as your learn and grow
- Work life balance – this changes!
- Check your plan
  - Does it still fit? If not, change it!
  - Keep the objective in mind, change the plan to suit new information and surroundings
- Communicate your plan

Planning your career path

Planning your career path



Planning your career path



Resources

- John C Maxwell Books
  - 17 Essential Qualities of a Team Player
  - Leadershift
- The Career Guide for Engineers, by John Hoschette
- Crucial Conversations, by Kerry Patterson
- The First 90 Days, by Michael Watkins
- Strength Finders
- Center for Creative Leadership, www.ccl.org

Final thoughts

- Each panels give one last

Appendix

Extra info like contact info and printouts

Facilitator Contact Info:

- Mike Jensen, michael.jensen@xcelenergy.com

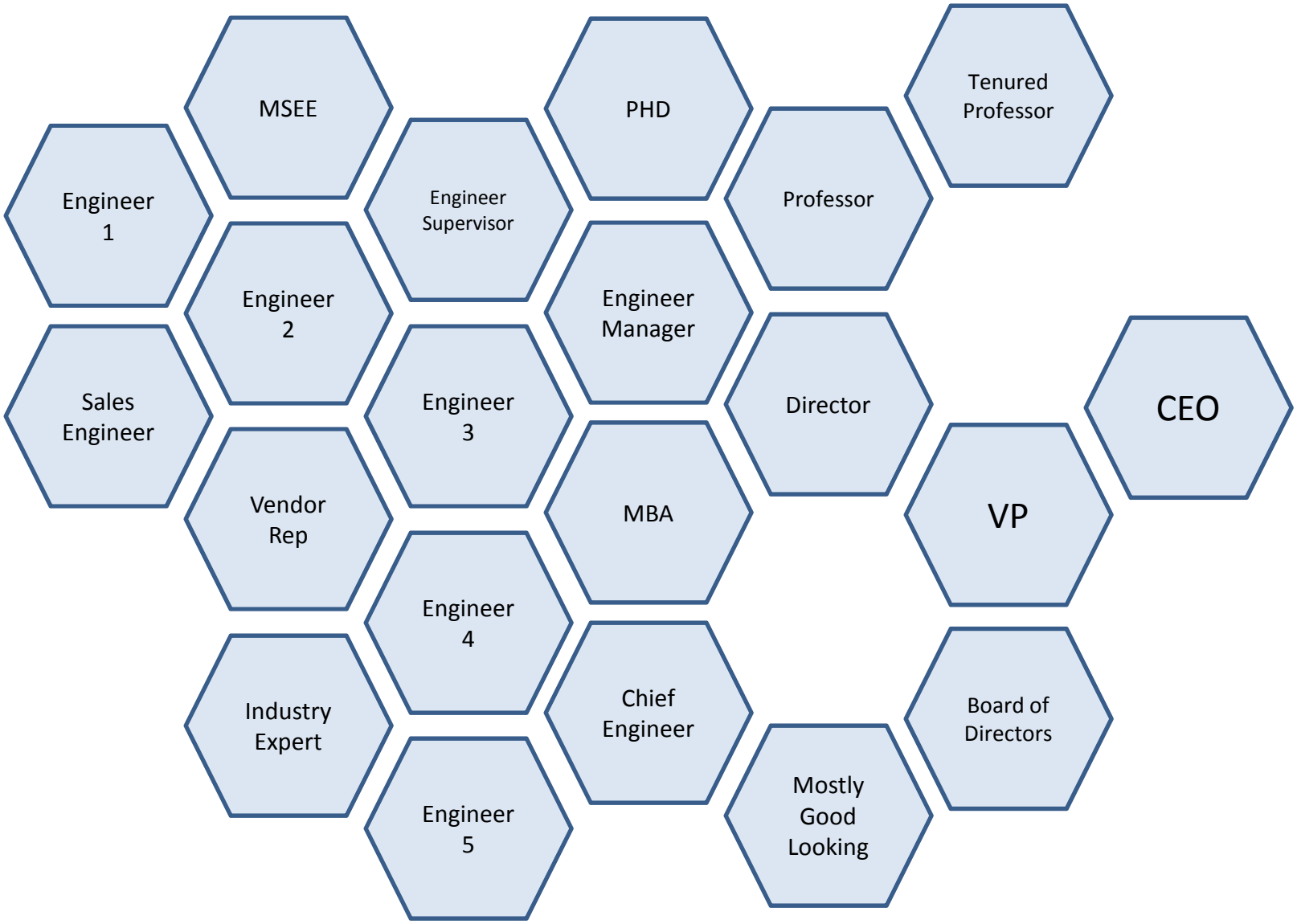
Panel 1 Contact Info

- Anna Corman
  - arcorman@burnsmcd.com
- Brian Anthony
  - anthony.brian@siemens.com
- Mark Pederson
  - mpederson@burnsmcd.com
- Wanda Reder
  - wanda.reder@gridxpartners.com

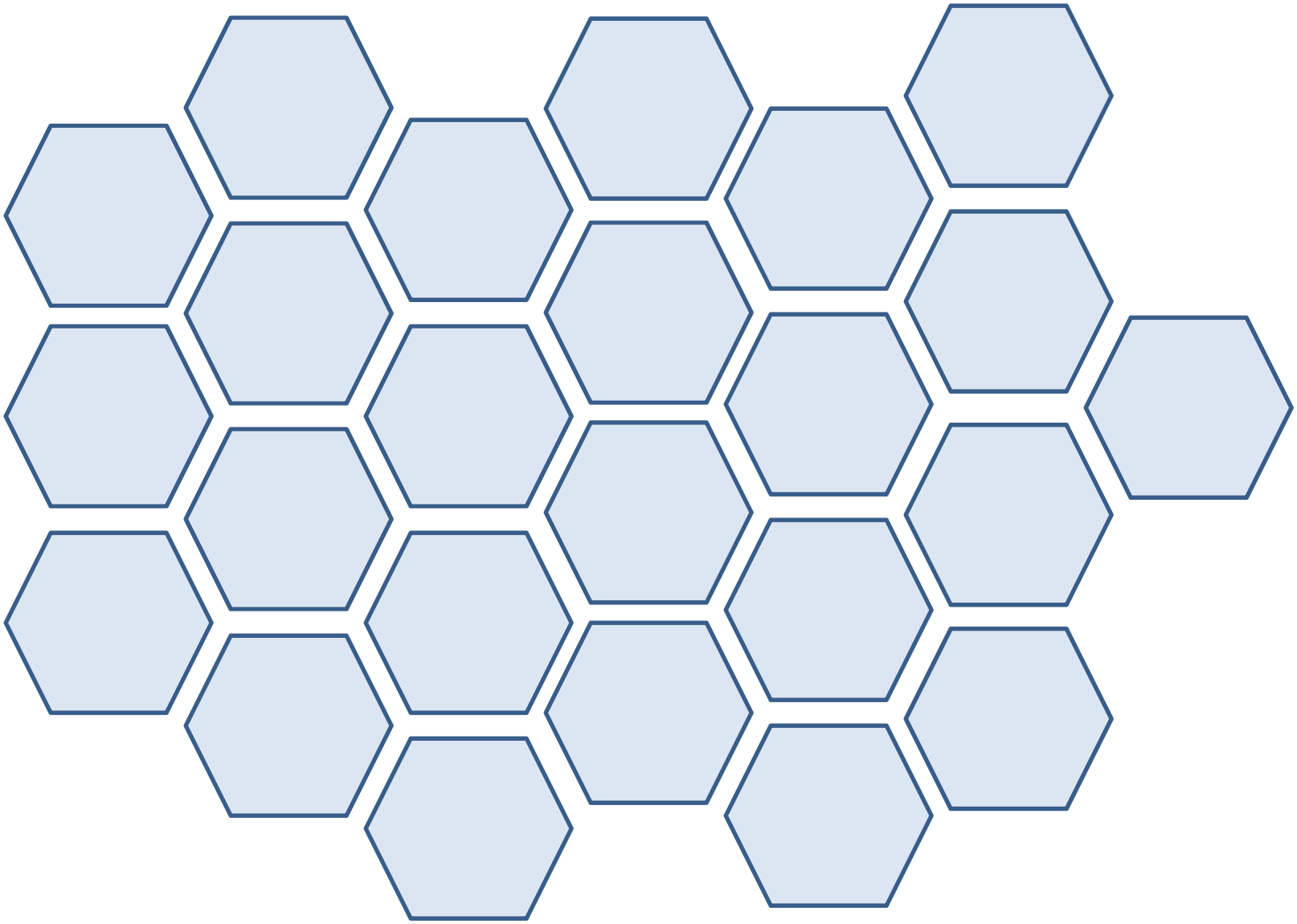
Panel 2 Contact Info

- Mythili Chaganti
  - mythili.chaganti@centerpointenergy.com
- Denny Branca
  - denny.branca@electrotech-inc.com
- Kerby Nester
  - knester@grenergy.com
- Wanda Reder
  - wanda.reder@gridxpartners.com

Power Industry Jobs



Planning your career path



PERSONAL BRAND WORKSHEET

1. What do you WANT to be known for?

2. What do you think you ARE known for today?

3. What inspires you?

4. What do you offer that sets you apart?

5. What do you want to deliver?

6. What goals and behaviors do you need to build your brand?

Draft Personal Brand Statement:

I want to be known for _____, so that I can deliver _____.

S.M.A.R.T. GOALS WORKSHEET

TRY smartsheet for FREE

Crafting S.M.A.R.T. Goals are designed to help you identify if what you want to achieve is realistic and determine a deadline. When writing S.M.A.R.T. Goals use concise language, but include relevant information. These are designed to help you succeed, so be positive when answering the questions.

INITIAL GOAL	Write the goal you have in mind
S **SPECIFIC**	What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?
M **MEASURABLE**	How can you measure progress and know if you've successfully met your goal?
A **ACHIEVABLE**	Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?
R **RELEVANT**	Why am I setting this goal now? Is it aligned with overall objectives?
T **TIME-BOUND**	What's the deadline and is it realistic?
SMART GOAL	Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed

Common Interview Questions – Prepare for these and be ready for anything!

1. Tell me about yourself
2. Why do you want this job?
3. Why are you a fit for this job?
4. What are your career goals?
5. Describe a difficult work situation or project and how you overcame it.
6. Tell me about an achievement you are proud of.
7. What are your greatest strength and weakness?
8. Do you have any questions?

Questions to ask the Interviewer – Show your interest and be sure this one fits!

1. What is your management style?
2. How is success measured and rewarded?
3. What is the size of your group?
4. What is the culture of your team?
5. What ability do I have to make change at this company?

Minnesota Power Systems Conference
Career Development Tutorial
Helpful Resources

1. John C Maxwell Books (there are a lot!)
    a. 17 Essential Qualities of a Team Player
    b. Leadershift
2. The Career Guide for Engineers, by John Hoschette
3. Crucial Conversations
4. The First 90 Days
5. CliftonStrengths (formerly known as Strength Finders)
    a. Online Talent Assessment tool
    b. https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspx
6. Center for Creative Leadership
    a. Website with lots of Leadership trainings & tools for purchase
    b. www.ccl.org
7. 7 Habits of Highly Effective People, by Stephen Covey
8. How to Win Friends and Influence People, by Dale Carnegie
9. Jim Collins Books
    a. Good to Great: Why Some Companies Make the Leap and Others Don't
    b. Built to Last: Successful Habits of Visionary Companies
10. Your University
11. Your Coworkers
12. Your Manager/Company
13. Your Mentor
14. Google