Engineering Career Development

Chapter 2
Who is responsible for your career?

YOU!
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

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

Mostly Good Looking CEO
Industry Expert
Patent Lawyer
Public Utilities
Board of Directors
Brian Anthony

2011
Clemson University
• Major: Industrial Engineering

2013
Internship
• NAPA Auto Parts, Rayloc Division, Engineering Intern

2015
Siemens Energy, Inc.
• Sales & Marketing Development Program
  • Account Representative
Mark Pederson

- **North Dakota State University**
  - Major: Civil Engineering

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

- **Burns & McDonnell**
  - Transmission Line Engineer
Wanda’s Path
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!
BREAK! 10am – 10:30am
Panel 2 – How to Be Successful

They are managers, supervisors and leaders...
Mythili Chaganti

2004
Excel Engineering
- Engineer 1

2005
Xcel Energy
- Substation Design Engineer II
- Substation Design Staff Engineer
- Substation Design Senior Engineer

2015
CenterPoint Energy
- Principal Engineer
- Engineering Manager
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

Engineer 1
START

Sales Engineer

Vendor Rep
NOW

Industry Expert

Engineer 2

Engineer 3

Engineer 4

Engineer 5

Engineer Supervisor

Patent Lawyer

Chief Engineer

MSEE

PHD

Professor

Tenured Professor

Engineer

Manager

Director

MBA

Engineer Manager

Public Utilities

Utility Supplier

Mostly Good Looking

Utility Supplier

Mostly Good Looking

Industry Expert

Patent Lawyer

Director

MBA

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Mostly Good Looking
Kerby Nester

2006 - 2011

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

Engineer 1
Sales Engineer
Vendor Rep
Industry Expert
Engineer 2
Patent Lawyer
Engineer 3
Design Lead
Engineer 4
Chief Engineer
Engineer 5

MSEE
PHD
MBA
Tech. Services Leader

Professor
Board of Directors
Mostly Good Looking

CEO
VP
Public Utilities
Tenured Professor
Director

Mostly Good Looking
CEO
Industry Expert
Patent Lawyer

Tenured Professor
Assistant
VP
Public Utilities

Board of Directors
VP
Public Utilities
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
2001 - Exelon Corp. - Vice President, Engineering & System Planning
2004 - S&C Electric Co. - Vice President, Power Systems Solutions
2004 - S&C Electric Co. - Chief Strategy Officer
2018 - Grid-X Partners, LLC - President & CEO
Wanda’s Path

Engineer 1
MSEE
Engineer 2
Engineer Supervisor
Engineer 3
Engineer
Engineer 4
Vendor Rep
Industry Expert
Engineer 5

Professor
PHD
MBA
Engineer Manager
Patent Lawyer
Chief Engineer
Mostly Good Looking
Public Utilities
Board of Directors

Director
CEO
VP
Tenured Professor

Sales Engineer

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
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
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

- Engineer 1
- MSEE
- Engineer 2
- Engineer Supervisor
- Engineer 3
- PHD
- Engineer 4
- Engineer 5
- MBA
- Chief Engineer
- Engineer Manager
- Patent Lawyer
- Board of Directors
- CEO
- Tenured Professor
- Director
- VP
- Public Utilities
- Mostly Good Looking
- Engineer 6
- Industry Expert
- Vendor Rep
- Sales Engineer
Planning your career path

Engineer 1
MSEE
Engineer 2
Engineer Supervisor
Engineer 3
PHD
Engineer Manager
Engineer 4
MBA
Vendor Rep
Engineer 5
Director
Industry Expert
Chief Engineer
Mostly Good Looking
Sales Engineer
Board of Directors
Tenured Professor
CEO
VP
Mostly Good Looking
Director
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](http://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

- Engineer 1
- MSEE
- Engineer 2
- Engineer Supervisor
- Engineer 3
- PHD
- Engineer 4
- Engineer Manager
- Engineer 5
- MBA
- Vendor Rep
- Chief Engineer
- Industry Expert
- Mostly Good Looking
- Intellectual Property
- Professor
- Tenured Professor
- CEO
- VP
- Director
- Board of Directors
- Mostly Good Looking
- Mostly Good Looking
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

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.

<table>
<thead>
<tr>
<th>INITIAL GOAL</th>
<th>Write the goal you have in mind</th>
</tr>
</thead>
<tbody>
<tr>
<td>S SPECIFIC</td>
<td>What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?</td>
</tr>
<tr>
<td>M MEASURABLE</td>
<td>How can you measure progress and know if you’ve successfully met your goal?</td>
</tr>
<tr>
<td>A ACHIEVABLE</td>
<td>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?</td>
</tr>
<tr>
<td>R RELEVANT</td>
<td>Why am I setting this goal now? Is it aligned with overall objectives?</td>
</tr>
<tr>
<td>T TIME-BOUND</td>
<td>What’s the deadline and is it realistic?</td>
</tr>
<tr>
<td>SMART GOAL</td>
<td>Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed</td>
</tr>
</tbody>
</table>
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
3. Crucial Conversations
4. The First 90 Days
5. CliftonStrengths (formerly known as Strength Finders)
   a. Online Talent Assessment tool
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