



Training Proposal



## Engineering Management Program (EMP)

*“Preparing Engineers to Perform  
as  
Effective Leaders and Team Managers”*

neovartis  
Training



# Engineering Management Program (EMP)

## Does a Good Engineer make a Good Manager?

Unfortunately many at Engineering community still believe the “myth” that good engineers make good project managers. However, worldwide experiences in Engineering and Management fields have provided us with facts and figures that Engineers are often poorly equipped to manage projects, but it is not always their fault.

Michael Aucoin, author of “From Engineer to Manager: Mastering the Transition”, states:

*“Most engineers are unhappy with the “promotion” to manager, saying, “Much of this frustration is the result of Lack of Preparation and Training.”*

Supporting and leading a team requires a different skill set than supporting a system. Good engineers need training in how to become good managers, no matter how talented they are. Thinking that they will be good managers because they are good engineers only supports the wrong myth and sets them and their projects for failure.

## Program Objectives

According to our personal experience with government and private organizations around the world and specifically groups of engineers in The Kingdom of Bahrain, we have identified the missing links and short comes in their career path as team members and/or team leaders.

In our opinion, the engineers should undertake a purposely designed and implemented course which we have named as “Engineering Management Program”.

Engineering Management is an **educational path** uniquely focused on preparing engineers and technicians to perform as efficient team members, team leaders and team managers in the engineering field.

Team leaders are required to manage all aspects of business processes and engineering functions and must therefore possess a well-rounded management skill set in addition to engineering knowledge and experience.

Serving the above criteria, we have designed, implemented and integrated several consecutive modules within the **Engineering Management Program (EMP)**.

## Who should attend this Program?

- ➔ Engineering and technology graduates who aspire to management positions.
- ➔ Established engineers working in industry and faced with the challenge of new areas of responsibility following promotion to management positions.
- ➔ Managers working in engineering organizations who have the technical knowledge and skills but need to broaden their experience and update their expertise.
- ➔ Others with engineering, technology or appropriate business backgrounds, working in advisory, consultancy or research roles, who need to familiarize themselves with engineering management principles and practices.

## Program Structure

Engineering Management is an educational path uniquely focused on preparing engineers and technicians to perform as efficient team members, team leaders and team managers in the engineering field.

Team leaders are required to manage all aspects of business processes and engineering functions and must therefore possess a well-rounded **management skill set** in addition to engineering knowledge and experience.

*Serving the above criteria, we have designed, implemented and integrated 4 consecutive modules within the Engineering Management Program (EMP). Each module consists of several sub-modules which can be taken at random.*

We have also created two versions of this program, namely, **Standard** and **Professional**:

Engineering Management Program (EMP) Professional consists of several internationally recognized and **accredited** courses which sets the participants careers in a completely higher level and provides them with greater opportunities. These types of courses are also supported by:

They are as follows:



## → Communication Skills

Communication is a significant part of a manager's job. In today's team-oriented workplace, the development of good interpersonal communication skills is an important key to success. To build the competence and commitment of employees, a manager has to communicate effectively.

In our opinion, the communication skills should be enhanced in three categories of "**Behavioral**", "**Verbal**" and "**Written**" branches.

For this purpose, we have designed the following sub-modules:

**Presentation Skills**

**Business Report Writing**

**Technical Report Writing**

## → Project Management Skills

This module provides the necessary literature and concepts within the field of Project Management. Although most engineers are involved with at least one or more projects at all times, this is a totally necessary enhancement in order to support and straighten their understanding and therefore provide a sustainable framework and reasoning for their activities.

This module due to its **importance**, has been classified as Five overlapping sub-modules:

***Project Management -  
Fundamentals***

***Project Management - Intermediate***

***Project Management - Advanced***

***Certified Associate in Project  
Management (CAPM ®)***



***Project Management Professional  
(PMP ®)***



## → Process Management

As Project Members and/or Leaders, engineers should be able to constantly discover, analyze and optimize the processes within their work place and projects. This is the main objective of this module. It will provide the engineers with a systematic approach of making their organization's workflow more effective, more efficient and more capable of adapting to an ever-changing environment.

This module due to its importance, have been classified as Five overlapping sub-modules:



## → Leadership Skills

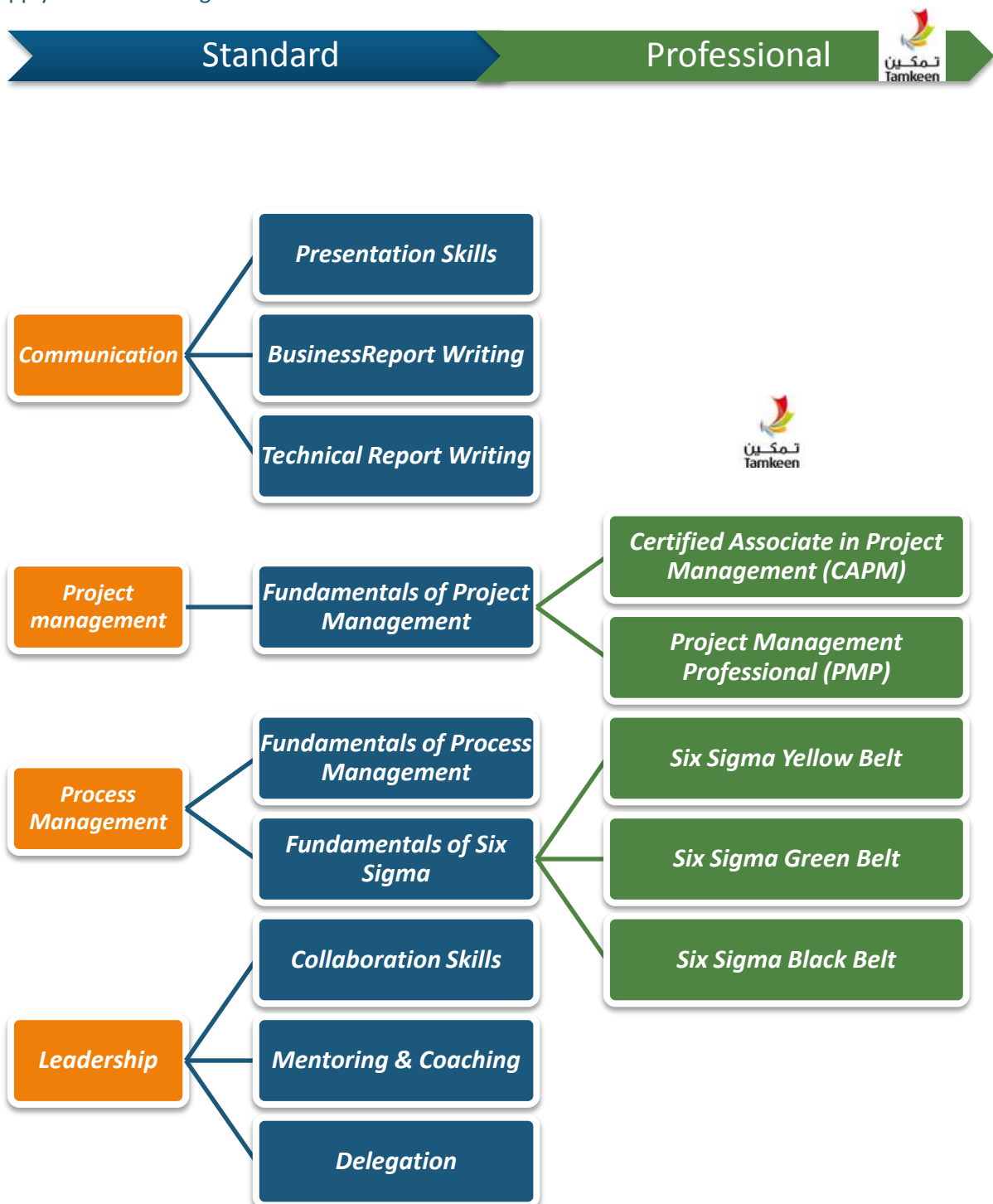
It is clear that not everyone is a leader. But more people are leaders than they realize. Leadership takes on many different faces; it's just a question of understanding how you lead and why. In our opinion, Collaboration is the key to working successfully with others in the workplace or in life. Whether you are a natural collaborator or more comfortable working independently, there is always room for improvement. As an effective leader you need to have, and be prepared to develop, certain skills including integrity, confidentiality, honesty and an ability to provide feedback. You need to be willing to commit your time and to have an interest in developing others.

This module consists of three sub-modules:



## Overall View of Engineering Management Program

The following is an overall view of the program. In our opinion, there are many excellent reasons to pursue this program. This program is exclusively designed for engineers and scientists who want to become better team leaders and managers. The program allows you to remain focused on your unique engineering discipline while learning the one-of-a-kind management skills that specifically apply to teams of engineers and scientists.



## **About Neovartis Training Center**

### **Our Mission**

At Neovartis Training Center, we bring together a unique expertise, a true local experience, and a global perspective in providing our clients with solid and innovative business and technology consulting and outsourcing in the areas of Information Communication Technology, Supply Chain Management, Business Process Management and Project Management.

### **Our Goals and Promises**

- Providing:
  - The **best possible professional and accredited courses**,
  - An unrivalled level of professionalism and services,

***With the highest ethical and moral standards of practice in our business.***

### **Our Services**

- Consultation, Design, Implementation and Installation of fully optimized:
  - Supply Chain Management Systems.
  - Warehouse Management Systems.
  - Complex Distribution Systems.
  - Material Management Systems.
- Optimized Networking Solutions:
  - Structured Cabling.
  - Routing / Switching Solutions.
  - Network Security Solutions.
- Provision of UK/US **accredited** training courses by: Cisco, PMI, APICS, Saville Consulting.
- Provision of specialist and in-house designed Training Programs.
- HR Consultancy, Job Analysis, Performance Management, Running Assessment Centers with world class psychometrics.
- Competency Based Training Needs Analysis



### **Our Training Advantages**

- Certified and experienced trainers
- **Custom-designed training**
- Personalized to include your company's mission, vision and values
- Training delivery is exciting and fun
- High learning retention
- Group activities and real life scenarios in your workplace
- If required, we assess trainees before training to design appropriate content
- Post-training follow-up days are provided to establish long-term relationships



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