General meeting 1/15/13

1. Regionals
   1. Friday April 5th
      1. Take bus Friday morning to reach conference by Friday night
      2. Early registration January 25
2. Doug Aldrich Presentation- Leaders, Followers, and Consultants
   1. Pick the right people
      1. All about the right people, not about markets, technology, competition or products
      2. Good to Great by Jim Collins- book to read for comparison of companies and people in those companies
      3. Get the right people on the bus, if you don’t like the direction it is going then get off the bus
         1. Put people in the right spot based on the organization’s and the individual’s needs
   2. Find your mission
      1. Figure out mission and what you are going to do with it
      2. Put best people on biggest opportunities, not the biggest problems
   3. Leaders
      1. Create a shared vision- does not mean being told what to do, collaborate
      2. Establish a climate of truth-might have short term problems but in the long term will work out for the best
      3. Ask questions; seek problems-clear definition of the problem is crucial
      4. Spending time and money to motivate is a waste- a person with a 2.0 who does things for themselves is far more valuable than a 4.0 who needs to have their ego stroked
      5. Placing blame is a cancer- to get people to do the best, give them an umbrella of protection
      6. Ignoring realities leads to death
   4. Followers
      1. When you are a new engineer you make mistakes
      2. Influences
         1. Can’t influence everything but can influence in your own way
            1. Listen to the operators above you
         2. Do not hide your mistakes. Own up to them and tell the boss
         3. Sometimes you just need to trust in your boss and organization
   5. You will meet people
      1. People with different experiences and backgrounds and ideas
      2. Criticize orally in private, compliment in e-mail
3. Consultants
   1. Help people see new realities
      1. Change is difficult for people
   2. Past Investments
      1. Get people to think differently about an investment in the past
4. Regardless of the role, work towards the future
5. For interviews
   1. Checklist by Dr. Aldrich with Dr. Sawyer
   2. Prepare ‘sound bytes’
   3. Have a balance of grades, communication, and leadership skills