

Lead and Motivate Your Workforce

HIGHWAY AND TRANSPORTATION ENGINEERING TECHNICAL DIVISION



reported by
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The Highway and Transportation Engineering Technical Division (HTETD) organised a course titled "Lead And Motivate Your Workforce For Engineers" which attracted more than 30 participants from various working backgrounds. Some were entry level engineers while others were business owners, thereby providing a fertile mix of B, X and Y generations as well as employee and employer viewpoints.

The 1-day course, filled with activities, introduced participants to the application of leadership principles that would improve workers' effectiveness. Participants had the opportunity to understand what it take to become a leader that others look up to. Also discussed was acceptable behaviour that was congruent with that of a capable leader.

One of the most important leadership characteristics is the ability to motivate others. Good leaders create situation at work that make their followers eager, enthusiastic and energised. The essence of good leadership is to improve performance in business operations.

The following is the main course content:

1. Leadership behaviour and role
The topic introduces the behaviour and role of good leaders. Good leaders are agents of change for the better. In order to do this effectively, leaders must generate trust and solicit cooperation from team members. This topic also introduces different

styles of leadership applicable for different situations.

2. Communication

A person's leadership style is often defined by the manner in which he or she communicates. This has a huge impact on how people are motivated, not only by the leaders' words but more so by their actions.

3. Motivation through leadership

To generate positive energy, leaders must show enthusiasm, interest and provide lots of encouragement during challenging times.

The training session included discussion on good leadership behaviour that could be effectively implemented at the workplace.

COURSE FEEDBACK

Participants found the course useful and interesting. They also discovered simple techniques could be easily practised at the workplace.

The good mix of participants was an education in itself. It was a microcosm of the real world, reflecting three distinct generations co-existing in the business world.

LOOKING FORWARD

IEM can contribute to the overall quality of the professional competency of its members, both young and old, by continuing to promote soft skill courses such as this.

The author acknowledges the contribution of the speaker, Mr. Wesley Khaw, for conducting the course successfully. ■

