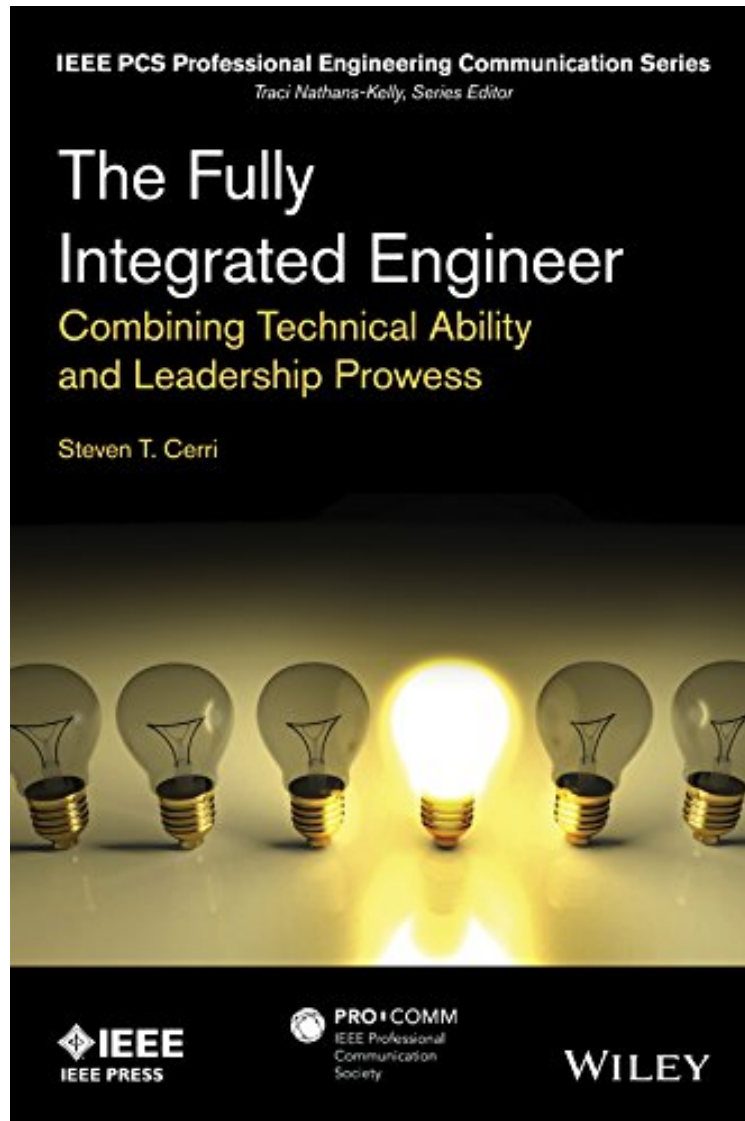


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The Fully Integrated Engineer: Combining Technical Ability and Leadership Prowess (IEEE PCS Professional Engineering Communication Series)

Steven T. Cerri

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Steven T. Cerri : The Fully Integrated Engineer: Combining Technical Ability and Leadership Prowess (IEEE PCS Professional Engineering Communication Series) before purchasing it in order to gage whether or not it would be worth my time, and all praised The Fully Integrated Engineer: Combining Technical Ability and Leadership Prowess (IEEE PCS Professional Engineering Communication Series):

2 of 2 people found the following review helpful. This book is a "Gem of Wisdom" By Robert Schwenke This is a biased review in that I have taken several of Steven Cerri's workshops and knew exactly what to expect. However, I did purchase this book (full price) and it was not a requirement for any of the workshops. One of the issues facing technical professionals today - one that unfortunately is not taught in college - is how the skills that made them successful in college (and as an early technical employee) are not the skills required for a successful long-term career. This book outlines what Steven Cerri calls the 15 Career Limiting Beliefs and the corresponding 15 Gems of Wisdom needed to re-frame those beliefs in ways to ensure a successful long-term career. Of course, the advice is sound, but where this book really shines is in its relatable examples.....anyone who has spent any amount of time as a professional will instantly recognize some, if not most, of these behaviors (in others and no doubt in themselves!) Recent college grads and seasoned professionals alike should consider reading Cerri's book if only to better understand what it takes to be more than simply an "good" individual contributor.

0 of 0 people found the following review helpful. Great content, accessibly written, helped my career By R. Wolfgang I very much appreciated the change in perspective towards work (and life) that the author suggested. The guidance and techniques presented in this book helped me both in the short term and medium-term, in that I was able to approach common work situations in a slightly different way, that increased my effectiveness, my reputation, and improved my ability to work at a higher level. I wanted to be more effective, and also have more say in the projects I have access to and would be invited to work on. My technical competence was not being questioned, nonetheless I saw others get opportunities for interesting work, and others get promoted ahead of me. After reading this book, I was able to see that a) I was the problem, and b) while I was working hard, it was not "aligned" with what exactly my leadership wanted me to do, and c) drifted even further from how they wanted me to do it. That is a tough mix to overcome, without a change of course. This book provided the new compass and map. The book walked me through a series of short chapters that broke down some unhelpful approaches and attitudes to work, other people, the company in general and even my own role (and identity). With some minor adjustments inspired by the book, a few months in a new task and a "second chance" from a mentor, I was able to excel at my next assignment and build some credibility and cache that as a mid-career professional, I needed to build up to move forward in my career. I even picked up a new specialty at work (requirements management), and can contribute to other projects I am not assigned to, that need this expertise. While it took months to turn things around, it still feels very rewarding and wouldn't have happened without reading this book and making some changes. The book does have, at times, an episodic feel - but that approach was helpful to me in that it breaks down the particular idea clearly, gives an example, models the fix or solution, then wraps up with the takeaway for the chapter. Most of the scenarios I have experienced or have seen up-close in the workplace. Some are common-sense, like be respectful and courteous to non-technical coworkers. Nonetheless, I have made this mistake and appreciated the reminder to not just cut it out, but also question my beliefs and perspective which led me down that road to begin with. It takes, "what was I thinking", to a new level - what was I really thinking, and what new thinking would be far more productive, fair, and respectful (e.g. far more effective). This is a book I'll keep as a reference, and re-read as needed. I also recommend it to my colleagues.

In summary, I was struggling at work, wasn't sure exactly why, and the content in the book helped me turn things around. With time, I moved to the point where I am sought out by colleagues, and known as a reliable staff member who can be trusted with complex tasks and would be suitable for further leadership. Work is a lot more enjoyable too, and more enjoyable for the people I work with (and for!). Highly recommended.

1 of 1 people found the following review helpful. Great career insights By Tito's Daddy Sound career advice. I found the author's insights to be right on target. As a technical professional I've seen all of these "Career-Limiting Beliefs" in action. Appreciated the author's explanation of the downside of these beliefs and their remedies. Really enjoyed the stories and how they fleshed out the author's points; wouldn't have minded more stories. One minor quibble, it seems to me some portions are a little repetitive and some portions formatted like a tech manual.

College teaches you to be a good engineer. But it's likely that your college engineering courses didn't have time to teach you how to effectively contribute your ideas or how to transition to management or leadership. This book provides you with those missing tools. Identify patterns of behavior that don't serve you (or your organization) well and change them Create a plan of action that will allow for personal change that will impact your professional work Hone the ways that your technical work can be seen positively inside your organization Promote the talents and skills of the team players around you Become a flexible, supportive, and positive asset

From the Back Cover College teaches you to be a good engineer. But it's likely that your college engineering courses didn't have time to teach you how to effectively contribute your ideas or how to transition to management or leadership. This book provides you with those missing tools. This book addresses the differences between being proficient as a technical individual and effectively contributing to and leading a team to effectively contribute to various projects. The Fully Integrated Engineer: Combining Technical Ability and Leadership Prowess shines a light on how the habits learned in school, while contributing to individual short-term success, actually become hindrances in the modern engineering workplace if your goal is to achieve long-term success as either an engineer, a team lead,

manager, or leader. The author offers specific ways to address those limiting habits, turning you into an effective team contributor and leader building toward long-term career success. The author's approach to retooling less-than-optimal practices can transform a stale or limited career path into one that is invigorating, compelling, and personally satisfying. You will discover how to Identify patterns of behavior that don't serve you (or your organization) well and change them Create a plan of action that will allow for personal change that will impact your professional work Hone the ways that your technical work can be seen positively inside your organization Promote the talents and skills of the team players around you Become a flexible, supportive, and positive asset This book is intended for all engineers, scientists, and technologists who work on both group and individual projects and who are or who want to become leaders and managers in their companies. It is also great for engineering students who want to get a head start on their careers. Steven Cerri, founder of STCerri International--an international training, consulting, and coaching company helps thousands of technical professionals enhance communication, management, and leadership skills. Well known in industry associations including AIAA, ASME, and IEEE, he has managed both government and commercial organizational teams. Mr. Cerri earned an MBA at Pepperdine University, an MS in Geophysics at University of Southern California, and a BS in Aeronautical Engineering at California Polytechnic State University San Luis Obispo. He received the Outstanding Professor Award at UC Santa Barbara and contributed to *The Balanced Engineer: Essential Ideas for Career Development*. More can be found at www.stevecerri.com.

About the Author Steven Cerri, founder of STCerri International--an international training, consulting, and coaching company helps thousands of technical professionals enhance communication, management, and leadership skills. Well known in industry associations including AIAA, ASME, and IEEE, he has managed both government and commercial organizational teams. Mr. Cerri earned an MBA at Pepperdine University, an MS in Geophysics at University of Southern California, and a BS in Aeronautical Engineering at California Polytechnic State University San Luis Obispo. He received the Outstanding Professor Award at UC Santa Barbara and contributed to *The Balanced Engineer: Essential Ideas for Career Development*. More can be found at www.stevecerri.com.