

EMERGING LEADERS ALLIANCE

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The Emerging Leaders Alliance, a world-class leadership training and online community for young engineering professionals, held its 2009 Capstone Program in Reston, Va., on Oct. 8–10, 2009. The program was very well received by the 39 attendees.

The Emerging Leaders Alliance project is a joint effort among the engineering Founder Societies to provide an interdisciplinary community of learning for engineering and scientific professionals. The effort has been supported the past two years by generous grants from the United Engineering Foundation.

The goal is to promote the development of great leaders to guide the various engineering professions in addressing the needs of people in the 21st century. Leadership is the art, science and craft of influencing people to accomplish tasks and improve organizations. That leadership starts with technical excellence, which is promoted by the engineering Founder Societies.

This year's program featured a newly developed online training component followed by instructor-led interactive training sessions, keynotes from society leaders, and engaging exercises at the Capstone Program. Ongoing networking will be facilitated by a continuing online community forum, where attendees can share with and learn from one another, access recommended leadership resource materials, and read a variety of comments from industry leaders.

Highlights of the 2009 Capstone Program included:

- The opportunity to network with engineering professionals from a variety of fields.
- Social styles personality typing and conflict resolution training, Bob Heavers, Heavers & Associates.
- "Team Building and Leveraging Generations," Jan Ferri-Reed, Ph.D., Key Group.
- "Risk Assessment, Critical Thinking and Problem Solving," Ann Atkinson, Ph.D., Atkinson & Associates LLC.
- "Professional and Engineering Ethics," Peter Parker, Ph.D., Western Michigan University.

The attendees selected to participate on behalf of AIST were: **Michael A. Zmuda**, manager — coke plant operations, ArcelorMittal Burns Harbor, Burns Harbor, Ind.; **John F. Powell**, manager — customer service, CMC Steel Alabama, Birmingham, Ala.; **Clayton D. Spangler**, metallurgist, Steel Dynamics Inc., Columbia City, Ind.; and **Paul Towsey**, ironmaking specialist, Hatch Associates Consultants Inc., Oakville, Ont., Canada.

The 2010 effort will include expansion to add a second venue in Europe. For more information, visit www.emergingleadersalliance.org.



The participants in the 2009 Capstone Program of the Emerging Leaders Alliance.

"The ELA conference was a very worthwhile experience for me. It gave me an opportunity to network with professionals from many diverse companies and backgrounds. One of the most important things which struck me was the impact that the multi-generational workforce has in the workplace today and our role as leaders in managing it correctly."
— Michael Zmuda

"The course covered some topics of personal interest. In particular was the Social Styles session and the methods for identifying a person's social style, how to work with them and motivate them depending upon this style. Being involved in recruitment for Hatch, I was also interested in the challenge of how to keep young people motivated and engaged and ultimately employed within the company."
— Paul Towsey



Representatives from AIST who participated in the 2009 Capstone Program of the Emerging Leaders Alliance (left to right): Paul Towsey, Mike Zmuda, Clay Spangler and John Powell.



Attendees Clay Spangler (left) and Mike Zmuda (right) participate in one of the teambuilding exercises.