Gordon-MIT Engineering Leadership Program

Developing Engineering Leaders of Tomorrow

THE BERNARD M. GORDON–MIT Engineering Leadership Program is a new educational initiative at MIT that combines experiential leadership development with the rigor of the MIT educational experience. ***The goal of the Gordon-MIT Engineering Leadership Program is to educate and prepare the future potential leaders of engineering innovation, invention, and implementation efforts.***

The challenges we face in the 21st century—from the stable supply of energy in a carbon-constrained world to the delivery of new products based on the fusion of engineering and the life sciences—cannot be accomplished by individuals or by technology on its own. We need to cultivate technically astute people who can apply their skills to guide the development of economically, environmentally, and socially acceptable solutions to technical problems.

We need engineering leaders.

Launched through a $20 million gift (with a matching requirement) by The Bernard M. Gordon Foundation — the Gordon-MIT Engineering Leadership Program:

- Enhances the education of **all** MIT engineering students by partnering with departments to provide activities, class sessions, materials, and workshops on leadership, teamwork, and project engineering.
- Prepares **many** (about 100/year) MIT engineering students to be more effective through courses on engineering leadership and design, through Engineering Leadership Labs, engineering projects, and coaching by mentors.
- Provides to a **few** (about 30/year) MIT engineering students an immersive experience consisting of advanced courses, leadership practice, an InternshipPlus, coaching by senior mentors, and a Personalized Leadership Development Plan.

The Bernard M. Gordon-MIT Engineering Leadership Program provides an integrated set of hands-on, leadership oriented engineering activities set in the context of the practice of engineering. The program is designed to develop outstanding future leaders in the world of engineering practice. (Left to right: Anthony Morelli, Adrian Bullock, Elaina Chai, Sebastian Dabdoub, Josh Cohen)

BERNARD M. GORDON
MIT Engineering Leadership PROGRAM

GIVING OPPORTUNITIES:

Gordon Engineering Leadership Graduate Program:
$5 MILLION

Professor of the Practice of Engineering Leadership (Endowed in Perpetuity):
$3 MILLION

Center for Engineering Leadership:
$2 MILLION

Student Project Leadership Fund:
$1-$2 MILLION

Create a New Subject in Engineering Leadership/Practice
$500,000-$1 MILLION

Supporting an Undergraduate engineering student's leadership/practice experience:
In perpetuity: **$250,000**
One year: **$10,000**

MIT ENGINEERING

GORDON-MIT ENGINEERING LEADERSHIP PROGRAM

We believe engineering leadership skills can best be taught and developed by linking in a timely and systematic way:

- Coursework that provides the analytical concepts and frameworks for understanding engineering leadership
- Opportunities on- and off-campus in which students experience and practice leadership
- Coaching, reflection, discussion and feedback from peers, faculty, and experienced engineering mentors on lessons learned from the active practice of leadership

The Capabilities of Effective Engineering Leaders upon which our curriculum is built are based on the Four Capabilities model, developed at the MIT Sloan School of Management (Ancona 2007), and anchored in the scholarship of leadership.

In early 2008, a series of workshops was held at MIT, bringing together program stakeholders with diverse views of engineering leadership: alumni, students, faculty, and leaders from industry, the military, the community and from other leadership programs at MIT, what emerged as a consensus of this group was The Capabilities of Effective Engineering Leaders.

In both the one or two year GEL program, students will develop:

1) **The *attitudes* of leadership:**
   - Initiative and the willingness to make decisions in the face of uncertainty
   - Urgency and a will to deliver, with resourcefulness and flexibility
   - Ethics and integrity
   - Trust and loyalty to their team
2) **The *skills* of leadership:**
   - Making sense of context
   - Relating to others
   - Creating purposeful and compelling visions of the future
   - Delivering on the vision

By capitalizing on the combined strengths of MIT's academic programs, prominence as a national leader in engineering education, and long-standing connections to industrial practice and innovation, the Gordon-MIT Engineering Leadership Program serves as an incubator for future generations of distinguished engineering leaders.

For more information and videos of GELs in action, please visit http://web.mit.edu/gordonelp

In weekly Engineering Leadership Labs, Gordon Engineering Leaders (GELs) participate in guided reflection on their success developing the Capabilities of Effective Engineering Leaders. Guided learning activities in the leadership labs include role-plays, simulations, design-implement activities, and analyses of case studies, films, and books related to engineering leadership. (Left to right: Vicky Thomas, Allison Hinckley, and Akansha Kumar)

"The program prepares students with the skills, leadership and social responsibility that will allow them to not only be the thought leaders of the future, but the 'do' leaders of the future."

– ED CRAWLEY, DIRECTOR, BERNARD M. GORDON-MIT ENGINEERING LEADERSHIP PROGRAM; PROFESSOR OF AERONAUTICS AND ASTRONAUTICS, MIT

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