Welcome to the November 2014 edition of the SAE Engineering Management e-Newsletter! In this issue:

- The Dangers of Employee Silence
- Be A Leader – Not A Boss
- Improve Your Career Development

The Dangers of Employee Silence
(Source: globoforce.com)
by Darcy Jacobsen

“No news is good news” is a common, fingers-crossed sentiment in many HR departments. It isn’t that we aren’t open to hearing from employees. But often we spend so much time running around putting out fires that a little bit of silence can be truly golden. It means things are finally running smoothly. Or does it?

Why You Should Stop Being a Boss and Start Being a Leader
(Source: inc.com)
by Lolly Daskal

The way you approach being in charge--whether you're running a corporation, a civic organization, or a neighborhood bake sale--is a huge factor in the group's achievement. Think about the differences before you step up.

5 Tips to Improve Your Career Development
By Susan M. Heathfield
(Source: humanresources.about.com)

Could your career development and management use help to gain momentum? People who are the most successful and satisfied in their careers have proactively determined what they want from work. Once they've decided on their goals, they make a plan to accomplish the goals.
The Dangers of Employee Silence?

Make sure your new technical managers are ready to lead.

**Engineering Management Academy**
May 11-15, 2015 – Troy, Michigan, USA

- Improve your communication and decision making skills
- Manage challenging situations without getting emotionally hooked
- Optimize your team’s output, quality of throughput, commitment and engagement
- Improve your ability to give and receive positive and constructive feedback
- Begin a journey of growth and self-awareness for yourself to continually improve your leadership skills
- Become a better manager, leader, and mentor for your team

What are the training needs of your engineering team members?

**SAE Corporate Learning Solutions** can help evaluate your needs and provide the training options that fill the gap. Bring SAE seminars in-house or utilize classroom, online or on-demand options to provide cost-effective and customized training to address your specific business needs. Contact us at Corplearn@sae.org or 724-772-8529; or order your copy of our [2014 classroom and online course guide](http://corporatelearning.sae.org).

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