MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Land, Agriculture and Food Sciences

Engineering and Instrumentation

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2799	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course **View Online Course Page**

Course Overview

This course offers engineers and technical staff who are making the transition to managerial and supervisory positions an excellent opportunity to understand the differences in mindset between technical and functional thinking. Such transitions are not always successful and many engineers end up leaving their posts or the company altogether because they cannot cope with the new job requirements. This course gives engineers and technical teams the opportunity to make a successful transition from their technical comfort zone to an area that is quite different on many fronts.

Course Outcomes

By the end of the course, participants will be able to:

- Develop insight into the functions of management
- Apply project planning skills from a business perspective
- Identify and use the right performance Indicators (KPIs) to manage business performance
- Communicate and work with others to achieve the desired goals
- Acquire team building techniques to enhance business performance
- Employ unbiased problem solving and decision making practices

Course Outline / Curriculum

- The journey from technical to managerial
  - Engineers versus management
    - Typical issues faced by engineers when they become managers
    - The fundamental shift in roles
    - Managing the transition
  - Understanding the different functions of management
  - Productivity - A management perspective
  - Essential skills for engineers
    - Technical
    - Managerial
    - Leadership
  - Management mistakes engineers need to avoid
- Planning and organizing tools and techniques
  - At a personal level
  - At a project management level
    - Fundamentals of project management - A quick review?
    - Scheduling and organizing
    - Workforce planning
    - Leading projects successfully
  - At an organizational level
- Managing performance
  - Engineers and business performance management
    - Setting performance expectations
    - Working with key performance indicators (KPIs)
    - Developing 'SMART' business objectives
    - Business targets and performance standards
  - Management and motivation
- Working with others
  - Engineers as business influencers
  - Barriers to communication
  - Developing effective communication
  - Managing conflicts
- Building successful teams

- Teams and teamwork
- Engineers as team leaders
- Understanding group dynamics
- Building high performance teams
  - Stages of team formation

- Problem analysis and decision making
  - Engineers as business decision makers
  - Kepner Tregoe approach to problem solving
    - Situation appraisal
    - Problem analysis
    - Decision analysis
    - Potential problem analysis

Target Audience

Technical managers, supervisors and engineers who need to develop their managerial skills.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Engineering and Instrumentation
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____