



## LEADING TECHNICAL AND SUBJECT MATTER EXPERTS: MAKING AN IMPACT THROUGH THE WORK OF OTHERS

with Crystal Kadakia  
\$395 (US) per person

VIRTUAL SESSION (3-HOUR)

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Years of study and hard work allowed you to become an expert in your field, and eventually a leader of experts. But leading a talented team of highly educated analytical people (engineers, IT teams, financial analysts, accountants, scientists, insurance underwriters, lawyers, health providers, etc.) brings unique challenges. The attention to detail which made you a great expert can, if left unchecked, cause others to perceive you a "micro manager". Your focus on meeting aggressive deadlines and keeping up with rapid technological innovations, while staying on top of the "people issues", can lead to burnout and an occasional feeling that maybe you weren't meant for leadership. The goal of this program is to help you achieve greater confidence and satisfaction in your leadership role, paving the way for even greater results and career success.

IMS educator Crystal Kadakia, a former chemical engineer and current organizational culture expert, teaches the skills required to navigate the social dynamics underneath common leadership challenges. Discover how making small tweaks can dramatically change the engagement of your team. Learn proven techniques for getting work done through your team of brilliant technical professionals, without getting in their way. Explore how to represent your team successfully so you can influence the broader organization and gain a positive reputation as effective changemakers.

# CRYSTAL KADAKIA

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Crystal Kadakia is a valued organization transformation consultant, two-time TEDx speaker, and author. She has taught interactive programs around the world, challenging audiences to expand their worldviews and leverage the possibilities of those ideas that are different and new for a wide range of workplace topics. Her latest book *Social Equations: The STEM Professional's User Guide to Building Positive Relationships* empowers STEM professionals to build their capability to navigate social dynamics so their ideas move beyond themselves and take shape out in the world. Her other books include *The Millennial Myth*, *Designing for Modern Learning* and *Your Career: How To Make It Happen*. Crystal began her professional career in chemical engineering at Proctor & Gamble and later completed her Masters in Organization Development from Pepperdine University. In her consulting work, Crystal works with leadership and project teams on culture & effectiveness initiatives. Her passion is to help peoples individual and collective potential emerge to help make a positive and sustainable difference in their communities.

## TOPICS COVERED

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### LEADING YOURSELF

- DEFINE YOUR CORE VALUES AND PRINCIPLES
- PRACTICE SELF-REFLECTION AND SEEK FEEDBACK

### LEADING YOUR TEAM

- THE CHALLENGES OF LEADING VS. DOING THE WORK
- FROM PROBLEM-SOLVING TO SOLUTION ENABLING
- CELEBRATING TEAMWORK AND FIGHTING BURNOUT - CLOSINGS, FEEDFORWARD AND RETROSPECTIVE

### NAVIGATING THE ORGANIZATION

- POLITICAL SAVVY - BUILDING BONDS ACROSS THE ORGANIZATION TO HAVE GREATER INFLUENCE

FOR REGISTRATION PLEASE CONTACT: **Brendan Dowd** - IMS Regional Director - Kansas-City  
Phone: **+1 (816) 399-4720** Email: **[kansascity@ims-online.com](mailto:kansascity@ims-online.com)** Website:  
**<https://ims-online.com/leadership-development/Kansas-City/14>**