



Strategic People Management for Civil Maintenance Lead Engineers

PIK-0426 SPN-M-1



Place	: Madrid	Venue	: Hotel Emperador (Gran Via 53 - 28013 Madrid - SPAIN) - TBC		
Start Date	: 06-04-2026	End Date	: 10-04-2026	PPP	: £4950



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**If you can't train them,
you can't blame them!**

Short Description:

This 5-day training program equips Civil Maintenance Lead Engineers with strategic people management skills essential for leading diverse technical teams in dynamic environments. While engineers are often trained extensively in technical expertise, their effectiveness as leaders depends on their ability to manage people, align workforce capabilities with organisational goals, and foster collaboration across functions. This course bridges the gap between technical leadership and human capital management. Through a mix of lectures, interactive discussions, and a real-world case study, participants will learn how to develop leadership skills, motivate multi-disciplinary teams, manage conflict, and align talent management practices with organisational strategy. The program also emphasises communication, employee engagement, and succession planning, enabling participants to lead teams that deliver operational excellence and continuous improvement in civil maintenance projects.

Course Overview:

Course Objectives

By the end of this program, participants will be able to:

- Understand the role of strategic people management in engineering and maintenance.
- Apply leadership styles appropriate for technical and maintenance teams.
- Develop strategies to attract, retain, and motivate skilled employees.
- Enhance communication and collaboration across multi-disciplinary teams.
- Manage conflicts and resolve team challenges effectively.
- Align manpower planning and development with organisational objectives.
- Lead high-performing teams to achieve operational and strategic goals.

Target Audience

This program is designed for:

- Civil Maintenance Lead Engineers.
- Maintenance Managers in industrial or infrastructure sectors.
- Engineering Team Leaders.
- Project Engineers transitioning into leadership roles.
- Technical professionals with supervisory responsibilities.

Program Outline:

Day 1 – Foundations of Strategic People Management

1. Introduction to people management in technical environments.
2. The role of a Civil Maintenance Lead Engineer as a people manager.
3. Core principles of strategic human capital management.

4. Linking maintenance performance to people strategy.
5. Leadership vs. management: understanding the distinction.

Day 2 – Leadership & Motivation

1. Leadership styles for technical teams (situational, transformational, transactional).
2. Building trust & credibility as a technical leader.
3. Motivating engineers & technicians: financial & non-financial methods.
4. Empowerment & delegation in maintenance projects.
5. Coaching & mentoring for skill development.

Day 3 – Teamwork, Communication & Engagement

1. Leading multi-disciplinary teams in maintenance operations.
2. Effective communication in technical environments.
3. Employee engagement strategies for maintenance teams.
4. Cross-functional collaboration and knowledge sharing.
5. Diversity & inclusion in engineering teams.

Day 4 – Conflict Management & Workforce Planning

1. Identifying sources of conflict in maintenance teams.
2. Conflict resolution techniques & negotiation skills.
3. Succession planning in technical departments.
4. Aligning workforce planning with organisational strategy.
5. Balancing workload, safety & team well-being.

Day 5 – Driving High Performance & Strategic Alignment

1. Setting performance goals & KPIs for maintenance teams.
2. Managing change & innovation in civil maintenance.
3. Linking people management to operational excellence.
4. Case study review & group exercises.
5. Developing a personal leadership action plan.

CASE-STUDY: Toyota's People Management Philosophy – Building a High-Performance Culture.