

POTENTIAL OF GRADUATED ENGINEERS

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Contents

- Introduction
- Alumni – graduated engineers
- Workplace orientation = what in fact
- Examples
- Discussion

Alumni – updated addresses

- Guest speakers for students (unpaid/paid), members of support groups/board members, marketing agents in social media, testimonials, commissioners of projects, progressing to Master's level EQF7, add-on training programs, get-together visitors & network members, invitees to Speakers' Forum /Studia Generalia
- How do we know who graduated, when, address?
- Population Register Centre
- Lists of those graduated from different degree programs
- Väestörekisterikeskus, Esko Kirjalainen
- Good collaboration is a two-way street: give-take, the take only does not work

‘Workplace orientation’

Level 1. Course content relevant to work

Level 2. Visiting alumni + related work (example Case Ericsson)

Level 3. Projects working at the company (Case ITSM)

Level 4. Integrating Bachelor’s and Master’s competence sharing

- Easy
- Requires customer case
- Requires commitment
- Requires teacher collaboration & cocreation

Level 2. Case Ericsson

- Graduate: Bachelor of IT and Master of Industrial Management, 7 years work experience
- Topic: **What does it mean to act as a professional in a company project?**
- 2.1 Visitor session from Ericsson
- 2.2 Organize a world café session
- 2.3 Allow anchors report
- 2.4 Agree and document common code of conduct/ guidelines for the project

2.1 Case Ericsson

A NEW MINDSET
- DRIVERS FOR THE NETWORKED SOCIETY



CHANGING
PEOPLE



CHANGING
BUSINESS



CHANGING
TECHNOLOGY

Information and Communication Technology – A business change agent

Case Ericsson

Ericsson Employer expectations - Metropolia ITIL project 2014 (3).pdf - Adobe Reader

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KEY SUCCESS FACTORS IN WORK LIFE

ACTIVENESS

INITIATIVE

- > BE INTERESTED
- > GIVE YOUR OWN OPINION
- > ASK QUESTIONS
- > CONTRIBUTE
- > SHARE YOUR IDEAS
- > TAKE THE LEAD WHEN NEEDED

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AGENDA

KEY SUCCESS FACTORS IN WORK LIFE

ADAPTABILITY 

OPENNESS 

- › THINK SEVERAL OPTIONS
- › PLAN SEVERAL APPROACHES
- › THINK ONE LEVEL HIGHER
- › MAKE YOUR OWN VISION
- › RESPECT NEW IDEAS

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KEY SUCCESS FACTORS IN WORK LIFE

PREPARATION

COMMUNICATION

- > MEETING PREPARATION
- > MINUTES
- > CLARIFICATION IN THE END
- > KEEP IT SIMPLE
- > THERE ARE NO STUPID QUESTIONS
- > REPEAT AND CONCLUDE

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NO NEWS IS NEWS

- › GIVING AN UPDATE MEANS EXPLAINING WHAT HAS HAPPENED AND WHAT IS ONGOING. IT DOESN'T NECESSARILY MEAN THAT A SOLUTION HAS BEEN FOUND.
- › FOR THE CUSTOMER IT IS IMPORTANT TO KNOW WHAT IS BEING DONE AND THAT SOMEONE IS WORKING ON THE ISSUE.
- › IF THE PROBLEM HASN'T BEEN SOLVED THEN AT LEAST EXPLAIN:
 - WHAT HAS BEEN DONE
 - WHAT YOU HAVE RULED OUT → EXAMPLE: THE PROBLEM IS NOT WITH THIS XXXX MODULE
 - WHAT YOU PLAN TO DO NEXT AND HOW
- › GIVE A TIMEPLAN ON EACH STEP. AS LONG AS THE CUSTOMER IS AWARE OF THE STEPS THEN HE/SHE CAN UPDATE HIS/HER CUSTOMER.

2.2 World Café on the topic of: Professional business code?

- Planning?
- Thinking?
- Communications?
- Behaviour?

2.2 World Café Principles

- **Set the context**
- **Create hospitable space**
- **Explore questions that matter**
- **Encourage contributions**
- **Connect diverse perspectives**
- **Listen together for insights**
- **Share collective discoveries**
- **Document ideas on a chart**

Juanita Brown with David Isaacs: The World Café

The World Cafe, 7 principer

- **Sammanhanget**
- **Skapa en trivsamt miljö**
- **Fråga betydelsefulla frågor**
- **Sporra alla att delta**
- **Korspollinera och kombinera olika åsikter**
- **Lyssna tillsammans till underliggande strukturer, insikter och djupare frågor**
- **Skörda resultaten och dela med dig de gemensamma fynden**
- **Dokumentera era fynd** (translation by Matti Willamo)

The World Café, 7 periaatetta

- **Asiayhteys**
- **Luo ystävällinen ympäristö**
- **Kysy merkittäviä kysymyksiä**
- **Rohkaise kaikkia osallistumaan**
- **Ristipölytä ja yhdistele erilaisia näkemyksiä**
- **Kuuntele yhdessä rakenteita, oivalluksia ja syvempiä kysymyksiä**
- **Korjaa tulokset ja jaa yhteiset löydöt**
- **Kirjaa tulokset** (translation by Matti Willamo)

Classroom instructions 1

- ▶ Arrange room into 4 groups of 3-6 members, 1 flip chart/table
- ▶ Give task (4 perspectives)
- ▶ Groups have one flip chart (named: planning& thinking, communications& behavior). Groups to jot down all they think of in words or images in 20 min.
- ▶ Ring a bell. All change to a different group. One **anchor stays** to report to the next group of what the previous group thought. New **members add** to the current ideas.

Classroom instructions 2

- ▶ Second round: 15 minutes. The bell rings for group change. Again anchor explains and others add.
- ▶ Members of the second round groups hold the flip chart visible to all as **the anchor reports** the key points.
- ▶ Class secretary writes down the points.
- ▶ This becomes the project's principles for
PROFESSIONAL BUSINESS CODE

Practical results by students:

Planning 2013

- Systematic, with preparation, beforehand
- SMART: Specific, measurable, achievable, realistic, timetable
- Good time management
- Documented, schedules
- Tools
- Knowledge of area to be planned
- Flexible
- Someone to manage planning

Thinking 2013

- Genuine interest in the company
- Active, motivated
- Creative, innovative, out of box, in team
- Consider multiple point of view
- Results oriented
- Process oriented
- Gut feelings, backed up by previous experience
- Rational, logical, thorough, specific
- Benefit, value first

Communication 2013

- ▶ ACTIVE
- ▶ Accurate
- ▶ Enough (not too much)
- ▶ Confirmation: Verify that all have understood
- ▶ Open-minded
- ▶ Bring in own opinions
- ▶ Clear, understandable
- ▶ Approachable
- ▶ Consider cultural aspects (national, company)
- ▶ Meetings – effective, planned
- ▶ E-mails
- ▶ Conferences, calls

Behavior 2013

- ▶ Thinking then doing, not dependent on feelings
- ▶ Tolerant, respectful, good manners, polite, equal
- ▶ Dress code, Nice presentation
- ▶ Punctual
- ▶ Learn from mistakes
- ▶ Keep your personality
- ▶ Hard-working , smart-working
- ▶ Coach others, give feedback, be constructive

Some contribution of this activity (+ other factors)

- Students were very professional towards case companies
- Students prepared well agendas, memos, notes
- Students' activity could be labelled as professional
- Students gained confidence
- Students sent update messages each week
- Companies' feedback was overwhelmingly positive (more positive than teachers')
- (Product: solution to the company, 40-50 page Bachelor's Thesis type report, company presentation, school presentation)

Level 4. Integrating Bachelor's and Master's competence sharing

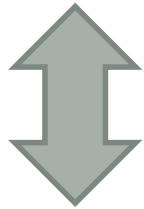
- 20 credit project: 4 teachers involved
- ITSM & Project Management, Nina (7,5)
- Professional Services & Quality Management, Anna (7,5)
- Communication Skills Zinaida, (2)
- Research Skills Marjatta, (3)
- 5-6 projects/ year > alumni, other companies as customers
- This year: One project: Graduated Bachelor as customer; did at the same time his Master's Thesis

The four constituents of a Thesis

1. Real research problem & research question



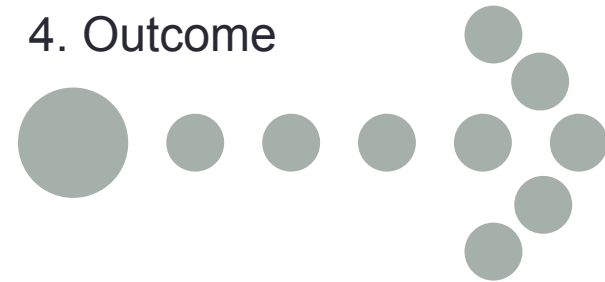
2. Conceptual framework



3. Data collection



4. Outcome



Graduated engineers

- Love to be contacted by their old institution
- Come and speak for free (2-3 times, no more for free)
- Need attention, regular contact, careful feedback, gained reputation, boost in their careers, courses/ Studia Generalia guest speakers, get-togethers, members in advisory councils, marketing...
- If served well, want to continue...
- The UAS gets current knowledge, news about current developments...
- USE ALUMNI for your students' benefit!