Intentional Theory of Change

Summary:
The Intentional Change Theory, created by Boyatzis, is a 5 step framework that outlines how we can positively transform ourselves from "who we are today" to the "eng manager & leader" we want to be in the future. It starts with having a **vision** of our "ideal self". To get to our "**ideal self**" we need to **know who we are**, **reflect** on our **strengths** (CV) and **weaknesses**, then **plan our growth** (with the intention of **closing the gap** between **now** and **future us**) and focus on **continuous learning.**

Learning to focus on key changes at a time, and experimenting them in "safe environments" is important. Ultimately, we cannot do it without **resonant relationships** that we **trust** (i.e. coaches, like Roberto/Ellen), because **inner resonance** (only reached when we know who we are) means we can **resonate** with **others**.

Key learning:
Becoming a well-rounded engineering manager & leader requires **vision** and being **reflective** about our self, **assessing** our current **skills** honestly. That, together with an **intention** to **improve** through **planned steps** and with the **needed support** will help us become an expert leader.

Multi-Dimensional Eng Comp Model

Summary:
The **MDECF**, also known as the "Sandwich Model", is a bottoms-up multi-dimensional **framework** that helps us **map & visualize** our **engineering KSAAs,** which can be then used to enhance HR databases.

The 3 key layers are:
1. **Foundational** knowledge (bottom layer, core skills)
2. **Leadership** knowledge (top layer, unique leader skills)
3. **Engineering** knowledge (middle layer, specific eng & technical skills).

The **Engineering** layer visualizes the KSAAs across 3D -- **expertise**, **domain**, and **lifecycle.** This model further visualizes **skill levels**, **with basic & skilled** referring to individual trainings and contributions, and **advanced** & **expert** being defined by successful team leadership & recognition from other experts.

Key learning:
It's good to use frameworks like MDECF to **better understand our** (and our **team's**) **roles**, in order to enhance companies' HR systems. Most important, it can help us to **gauge our** eng man & leader **skills**, visually understanding where we stand out as experts and what we have yet to improve.

I4 Framework Video Summary

Summary:
To better understand our **expertise,** we can use tools and frameworks, such as the **MDECM**, to help us clearly see our engineering knowledge, skills, abilities and attributes (KSAAs).

Visualizing **growth up the leadership pipeline** is helpful but additionally, we can see our **trajectory of growth** and specific **expert skills** in the **cube**.

Favorite moments:
1. Mapping out visually the domains across the 3D model. (1:10).
2. Graphical (triangle) representation of professor's development as an engineer. (3:18).

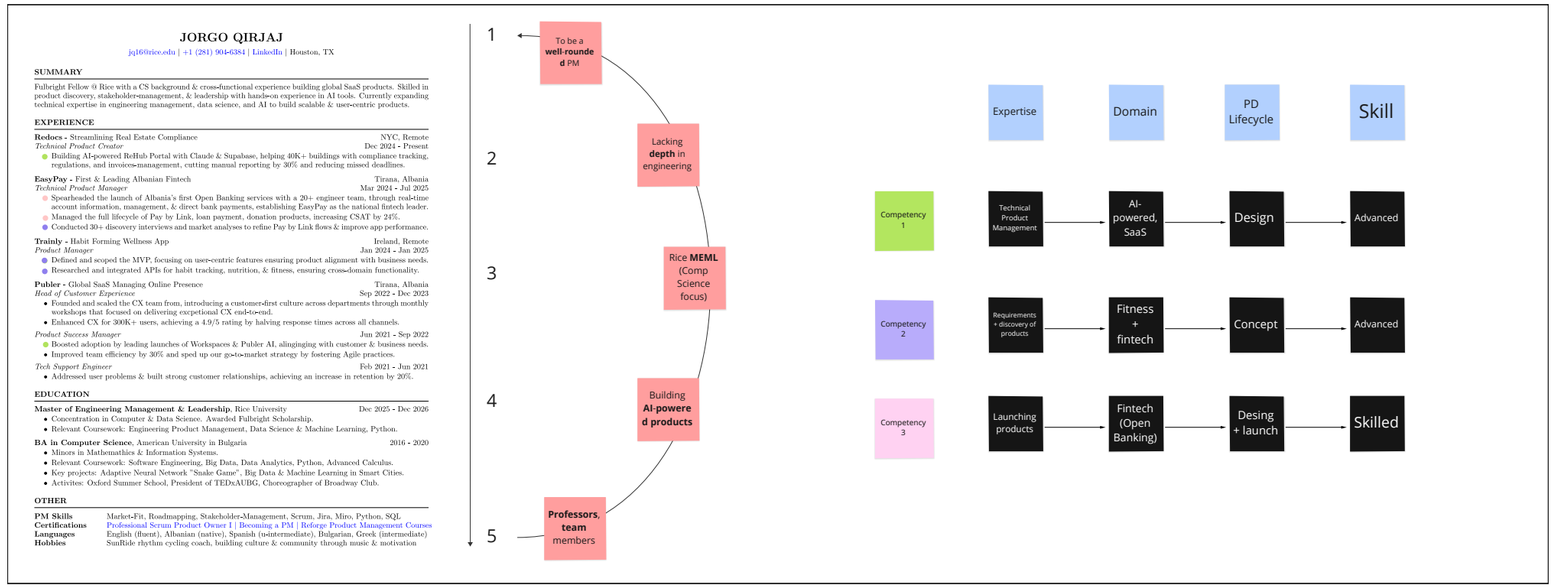
DJI Product Development Summary

Summary:
Frank is a great example of a **visionary** leader. He always had a dream/vision, tied closely to the "ideal self" of ITC journey. His **passion** for remote controlled **helicopters** since he was a kid turned him into the **expert CEO** of **DJI**, building a **drone** (Phantom) that revolutionized many industries (from photography to military). His **learning** plan, **practice**, and continuous **growth** were **supported** by his professor, a basis for his future relationships with this teammates. In my opinion, he also shows how an **engineer** can turn into a **PM, CTO, and CEO** by **failing** & **learning**, understanding his audience/market needs, and applying those to **innovate** and evolve the **product**.

Key learning:
With the right **vision** (or dream), the right **learning plan**/growth journey, and a pursuit of excellence, we can turn a **dream**/idea into a **global product** that **transforms industries** and lives.

Discipline = Expertise

Connection Visual Analysis



DJI Visual Analysis