

ON:SET

DECEMBER 2022



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MIKE JOHNSON
CO-FOUNDER & TRAINER

A MESSAGE FROM MIKE

*“Christmas is a season not
only of rejoicing but of
reflection.”*

- Winston Churchill

Welcome to our last newsletter of 2022! Are you feeling festive yet?

Whether you celebrate Christmas or not, the efforts that people make at this time of year are hard to ignore.

December is a month where much of the world is universally adorned in a merry uniform. The lights, the trees, the decorations, the wreaths - houses, shops, and towns are suddenly sprinkled with colours and twinkles.

There is certainly something visually appealing about the festive familiarity of Christmas.

But for us it is so much more than the accessories.

It is knowing that now is time to pause and reflect on the past year, appreciate your achievements, celebrate with your loved ones, and experience a rich combination of feelings; nostalgia, tradition, unity, warmth, expectation, and hope.

I would like to wish all our readers a very merry Christmas and leave you with a conundrum:

What ERP system is used by Father Christmas and his hard-working elves, to ensure he visits 1.9 billion children worldwide, in one single evening without even one mistake!?

Cheers,
Mike

Join Mike on any of his
upcoming classroom
courses:

SE Foundations
01 - 03 February
Zürich, Switzerland

SE Foundations
08 - 10 February
Geneva, Switzerland

SE Foundations
22 - 24 March
Stuttgart, Germany

SE Foundations
29 - 31 March
Munich, Germany

SE Management
30 - 31 March
Munich, Germany

SE Foundations
08 - 10 May
Ankara, Turkey

[Visit our website](#)

Connect with Mike



Space Tech Expo Europe 2022

Did you know that SE-Training provides a range of adaptable, downloadable, off-the-shelf, solutions to enhance productivity and business performance? We offer:

Document templates

We provide specific, structured and in-depth templates which give you the steppingstone to completing high quality, standard compliant documents. With pre-designed, comprehensive formats that are easily modified and ready to personalise you can avoid document disorder and begin streamlining work practices.

SE Guides

Our downloadable guides and manuals are an essential resource for your Organisation and an effortless way to seamlessly maintain your records. You can be assured that they are up to date, relevant and reliable.

Recruitment Resources

We offer a range of solutions to support your Systems Engineering recruitment process, including job descriptions and interview activities and questions. These are written to ensure you select the most suitable candidate for your Organisation.

Email - blaise@se-training.net

Connect with Blaise



We had the pleasure of exhibiting at the 5th edition of Europe's largest B2B event for the aerospace industry in Bremen, Germany last month.

Spacetech is always a fantastic opportunity to network and showcase our courses and services and this year was no exception. It was well organised, well attended, and packed with exhibitors showcasing their products. We noticed an emergence of new companies and a dedicated section for student start-ups with some impressive developments and ideas.

We made some promising new leads from B2B meetings and people visiting our booth and we received good feedback on our personalised marketing gifts - SE-T calendars, trigger cards, pens and bottle openers.

We would like to thank everyone involved in making Space Tech 2022 possible and give a special mention to all those who stopped at our booth for a chat, it was a privilege to connect.

We will be back from 14 - 16 November in 2023!



Blaise Nyang
SE-Training
Account Manager



news

Announcements

INCOSE UK - Endorsed Training Provider

We are pleased to announce that we are now accredited by INCOSE UK as an Endorsed Training Provider. To have achieved this status and recognition from such a prominent organisation is something we are truly proud of and it serves to further validate our status as a high-quality Systems Engineering Training Provider.

This accreditation means you can confidently train with us, knowing that as a provider we have met a certain level of excellence, formally assessed by suitably qualified and experienced Systems Engineering professionals. You can also be assured that our courses reflect current best practice in Systems Engineering.

Upcoming Events with INCOSE UK:

Each year INCOSE runs four, 3-day Endorsed Training Provider Events where members and non-members can join a choice of Systems Engineering related courses run by INCOSE UK training providers. This is a fantastic opportunity to learn and network, as well as meet some of the SE-T trainers!

We will update you on the dates for 2023 once they are released.

SE-Training is on the move!

In 2023 we will be delivering our SE-Foundations course outside of Zurich in order to expand our network and give people more opportunities to join our most popular course. We have scheduled courses in Geneva, Stuttgart, Munich and Ankara.

Which city will we see you in?

You can register your place here: https://lnkd.in/d_B29Gc



news

New Courses

Compliance with the Swiss Data Privacy Act + GDPR

This 2-day interactive course will enable attendees to gain an overarching knowledge of the General Data Protection Regulation (GDPR) and the new Data Protection Act (nFADP) regulations - as well as take you through a definitive checklist to ensure compliance.

Swiss companies have until September 1, 2023, to implement the requirements of the nFADP - Make sure you are prepared!

Requirements - The Good, The Bad and The Ugly

A 3-day workshop that outlines the key steps in engineering requirements throughout the project lifecycle and enhances the capability of individual engineers to recognise and create effective requirements.

INCOSE SEP Exam Preparation

A 4-day course which focuses on understanding and applying key Systems Engineering principles consistent with the ISO 15288 standard and the INCOSE Systems Engineering Handbook, enabling attendees to both apply Systems Engineering more effectively, and be suitably prepared for the INCOSE SEP exam.

Requirements - Where Customer and Business Needs Meet

A 3-day workshop which covers the principles of effective Requirements Management and aims to enhance the attendees capabilities to define, review, improve, and implement effective processes for the management of requirements.

[Click on the course name to visit our website and read more.](#)

I'M
NEW

New Trainers



Gordon Woods

Gordon has a wealth of experience in requirements management, driving innovations in the defence, aerospace and nuclear and rail industries. He has previously worked on fast jets, military drones, UK and US tank systems and trainers, satellite systems and nuclear submarines.

For the last eight years he has specialised in supporting requirements management in rail projects including HS2 and East West Rail in the UK; High Speed Rail, Mass Rapid Transit, Light Rail Transit projects in Malaysia; the Qatar metro and tram projects; the Riyadh metro and lately the NEOM Backbone railway projects in Saudi Arabia.

He has brought his own unique style to the elicitation and specification of requirements, the Verification and Validation of the design products and safety assurance, all within a progressive assurance environment.



Oliver Fels

For 25 years, Oliver Fels has made his way through the industry and gained outstanding expertise in most areas of industrial working.

He has worked for major players like Siemens and SAP, as well as in the regulated aviation and medical sector,

Oliver has gained profound knowledge and experience, of which he is passionate to share. His training reflects his advanced practical background and he loves to underline his sessions with real life examples.

HOPE - Make it part of your strategy

I often hear this statement, "Hope is not a [management] strategy".

I feel uneasy about this statement. It feels contradictory to how I feel about hope. It infers that hope is a weakness, without any use or substance.

In my life experience hope exists in everything; every decision, circumstance and plan. I also believe hope exists everywhere; every home, workplace and heart. We are all capable of hope, it is inherently intertwined in our beings; a natural part of our lives and thoughts, an innate survival technique. Without hope how can we predict a positive outcome?

"Hope is that thing inside us that insists, despite all evidence to the contrary, that something better awaits us if we have the courage to reach for it, and to work for it, and to fight for it."
Obama

We may believe strongly that if we take a particular path, we are going to achieve a certain result but with this belief there is often a mixture of forethought and hope – "I hope I've got this right", "I hope this plan works". Unless we are fortune tellers; we cannot say for sure that a particular strategy will work for us. Surely, we must have hope to have faith in ourselves, our decisions, our work, our parenting?

Hope is: *"the belief that the future will be better than the present, along with the belief that you have the power to make it so."* Dr. Shane Lopez (Psychologist)

Hope transcends us from the present into the future, inspiring us to move forward and aiding us to persevere through difficult situations. If humanity lacked hope, we would not last long on earth – just imagine it. A dark and dreary era where people quickly surrender to threat, without any drive to fight or make changes or plans, void of any belief they can succeed. A time where hero's and underdogs are not celebrated because they do not exist.

A world abandoned of hope is one without meaning, expectation or desire. Life would seem like a series of battles that we are simply trying to survive.

Consider these scenarios:

*A surgeon about to make an incision. He is experienced, he follows procedures, but he knows there is always room for error or complexities he cannot control or foresee. He hopes it will go to plan and the patient will have a good outcome. This hope ensures he is not sloppy, he takes his time and considers each action. Hope (along with his skill and knowledge) helps to manifest his belief in a successful procedure.

*A start-up company launching a new product. Fuelled with motivation they create a business plan. Hope helps them envision this as being successful and drives them to overcome obstacles and inspire their team.

*The football coach with the losing team. He strategizes and encourages his team in training and practise sessions – but he cannot certify that win. He believes it and he hopes for it and that is what keeps him, and his team invested.

*The man with a terminal illness. He doesn't know what tomorrow brings but hope helps him focus on something other than feeling sick. It gets him out of bed. It helps him imagine seeing his daughter get married. It helps him stay positive. Even if the illness wins, hope has allowed him to make the most of his last days.

As far back as Ancient Greece 'hope' was known to comfort people experiencing difficulties. Hope has history; it is not some new-age fad. Hope gives us assurance for the future, of finding a cure, a solution, a win. Without it surely, we become mechanical versions of ourselves, ruled by processes and curbed by a lack of creativity, or willingness to take risks.

Hope is the companion of power, and mother of success; for who so hopes strongly has within him the gift of miracles." Samuel Smiles (Author)

You only need to look at the current world and realise that to sustain positivity and productivity we need a sense of hope. And hope is not just an emotion, it is a skill, a process, consisting of both cognitive and affective elements associated to goal setting and achieving. Snyder's Hope Theory (1991) claims there are three components connected to hope: having goal-oriented thoughts, developing ways (or pathways) to achieve goals, and having the motivation, belief and action to realising goals (agency thinking). In order to develop a sense of hope we must believe that we are able to achieve all these components.

So, hope stems from the goals we set ourselves. And these goals essentially shape and influence our behaviour when achieving these. Our agency thinking is our marker to believing we have the ability, confidence and intention to reach our goals. And pathways are knowing that there will be barriers and challenges, and perhaps numerous routes to accomplishing your goals but going after them anyway.

Having hope makes sense. It helps us navigate the unpredictability of life in a more effective and positive way, it gives us control, and more opportunities to succeed and reach our desired destination. Of course, hope is not a magic trick. Having it will not ensure your desired outcome. Hope has in fact been accused of 'playing tricks' or 'prolonging the torment of men' but we still tap into our hope resources to propel us through situations that would otherwise seem impossible.

"We must accept finite disappointment but never lose infinite hope." Martin Luther King

What's more people want their leaders to have hope. The Gallup Organization found that people wanted their leaders to have 'stability, trust, compassion and hope' and when these elements exist, and employees are made to feel enthusiastic about the future, they are more likely to be engaged in their work. (Gallup's measure of hope in the workplace).

"Followers look to leaders to capitalize on the spirit and ideas of the times, to dream big, and to motivate them toward a meaningful future." Dr Shane Lopez

Hope allows us to have success and stability, it helps employees trust leaders, it unites and engages people in seeing a positive future and believing in themselves. Hope is what makes us compassionate. It works in juxtaposition to the complex and confusing world we live in - if we succumb to the workings of the world we may disengage with the good in life. With hope we see a way forward when facing uncertainty. Hope is a powerful thing.

"The more you do what you do best, the more hopeful you are." Dr. Don Clifton (psychologist)

So do not make the mistake of thinking 'hope' is a weakness or a sentiment. Hope helps us adjust to change, combat complexity, have cognitive flexibility, and have the courage to re-goal, re-strategize and reassess, and imagine our actions and plans creating a better solution – in all aspects of life and work. Hope can inspire us and others about the future.

So, think about how you communicate the next project at work or talk to your partner about reaching a life goal – is it your opportunity to induce hope and positive possibilities. You can acknowledge the obstacles but also be the catalyst to exploring new pathways and strategies. You can change the approach and culture by having hope.

"If, as a leader, you are not creating hope and helping people see the way forward, chances are, no one else is either." (Quote from the book 'Strengths Based Leadership')

Hope to me is an essential part of an effective management strategy. But folks - let's be clear, I am not questioning the results of hard work alone - of course you can succeed without an element of hope. Perhaps you are so confident in your abilities that hope is not needed? I am also not suggesting that we can live off just hope alone. Hope is a helpful compliment to those who are prepared and planned, to those who think and create, and to those who put into action.

As a Lead Systems Engineer I acknowledge and encourage hope in my decision making. It gives me faith in my actions, conviction in my communication and prepares me for potential changes. And you know what? If my plan of action fails – I do not despair, I have hope that another solution will present itself.

"It's hard to be successful without being hopeful. When you think the future will be better than the present, you start working harder today." Dr. Shane Lopez

Upcoming Classroom Course Highlights

FEBRUARY

SE Foundations - Zürich

01 - 03 February
Mike Johnson & Marco Di Maio

Swiss Data Privacy Act - Zürich

14 - 15 February
Hakan Hasserbetci

Requirements - The good, the bad, the ugly - Zürich

20 - 22 February
Gordon Woods

Practical MBSE & SysML- Zürich

21 - 23 February
Mohammad Chami

MARCH

Systems Architecting - Zürich

13 - 15 March
Marco Di Maio

Self & Social Competence for Engineers - Zürich

16 - 17 March
Sandra Roth

SE Foundations - Munich

29 - 31 March
Mike Johnson & Marco Di Maio

SE Management - Munich

30 - 31 March
Mike Johnson

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