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IEEE

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PE Renewals Due February 2019
18 CEHs required for renewal
Check the FWCS Signal

Join us for the

IEEE-USF Professional Banquet

IEEE's USF is hosting its Fall Banquet on **Saturday, November 17th, 2018 at MSC 2709**. The banquet will last from **6:00pm to 8:30pm** and will offer an opportunity for students, professionals, faculty and recruiters to engage in conversation and activities alike. *You can expect great experiences like... Speakers.....Networking and.....Food*

Make sure to mark your calendars

November 17th, 2018 6:00pm – 8:30pm

MSC 2709 - 4103 Cedar Circle, Tampa, FL

Registration:

<http://time2meet.com/fwcs-students1/index.html>

FWCS Anniversary Celebration

Yes the Florida West Coast Section (FWCS) has been around for 62 years! Thanks to a dedicated group of volunteers through the years, we have continued to be a successful section, with multiple Chapters. Please join us as we celebrate our members by presenting IEEE Service Anniversary certificates to recognize the members years of IEEE Membership.

Young Professionals are also invited to join us in the Anniversary Celebration.

Date: Sunday December 2, 2018

Time: Noon—3:00pm

Location: South Florida Museum 201 10th St. W Bradenton, FL 34205



Please sign up at <http://time2meet.com/fwcs-section/index.html> ***no later than Monday November 26th*** so we have an accurate count for food planning, etc.

FWCS Seeking Volunteers for Officers

The FWCS Nominating Committee is seeking volunteers for the following positions within the Section Executive Committee:

Chair Vice-Chair Secretary Treasurer

If you are willing to volunteer and have the tie to dedicate to these prestigious positions, please contact Richard Beatie, (r.beatie@ieee.org), Jim Howard, (j.howard@ieee.org) or Robert Aasheim (Robert.aasheim@duke-energy.com)

Upcoming Meetings

EXCOM Meeting

Tuesday, November 6, 2018 5:30PM at TECO Plaza

Register online at <http://time2meet.com/fwcs-excom/index.html>

Open to all FWCS Members

2018 IEEE EXECUTIVE COMMITTEE - FLORIDA WEST COAST SECTION**CHAIR:** Claude Pitts - claudie.pitts@ieee.org**VICE CHAIR:** Paul Belussi - paul_belussi@selinc.com**SECRETARY:** Sean Denny - venner20@ieee.org, (727) 678-0183**TREASURER:** Jim Howard - jhoward@ieee.org, (863) 834-6585**SIGNAL EDITORS:** Ralph Fehr - r.fehr@ieee.org,
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All material for THE SUNCOAST SIGNAL is due in electronic form by 1st Sunday after the 1st Tuesday of the month preceding the issue month.

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Useful links:<http://www.ieee.org/benefits> Global Benefits Finder<http://www.ieee.org/discounts> Discounts Page**PE Corner**

Art Nordlinger, PE, Senior Member

Florida Engineers Management Corporation

I'd guess that it's pretty-much universally understood, at least among the engineering community, that the Florida Board of Professional Engineers licenses engineers in Florida and regulates the practice of engineering. And it's probably a little less well known that the FBPE operates under the auspices of the Department of Professional and Business Regulation, which is a state agency.

Until July 1998, administrative and investigative functions for the FBPE were performed by DPBR employees. In 1997, the Florida Legislature determined "that the privatization of certain functions that are performed by the department for the board will encourage greater operational and economic efficiency and, therefore, will benefit regulated persons and the public."

Section 471.038, F.S. (97-312, Laws of Florida [L.O.F.]), created the Florida Engineers Management Corporation (FEMC), a public-private partnership, for the purpose of performing staff duties for the Florida Board of Professional Engineers (Board). FEMC provides administrative, investigative, and prosecutorial services according to a contract with the Department of Business and Professional Regulation (DPBR).

FEMC is established as a nonprofit corporation with a seven-member board. The FEMC board is composed of five registered engineers appointed by the FBPE, and two laypersons appointed by the Secretary of DBPR. Like many statewide offices, FEMC board members are limited to serving two four-year terms. Three board members' terms will end in October of this year. The FBPE took applications for these board positions and selected three new FEMC board members. I applied and was fortunate to be appointed to the FEMC board for a four-year term beginning in October. The other two new board members are Ms. Safiya Brea, P.E. and Ms. Satya Lory, P.E.

FEMC took over the administrative duties for the FBPE on July 1, 1998. As an integral part of the FBPR, FBPR and FEMC share resources including the Board's website. It may surprise many of you that for nearly 20 years the FBPE support staff has been employed by FEMC and not by the State (DPBR) or the Board itself. I would say, though, that this transparency is indicative of the success of the arrangement. As required by statute, the Legislature must review the FEMC's performance and reenact the enabling legislation. To date, this arrangement has received favorable review and the Legislature has continued FEMC's mandate.

Additional information about FEMC and FEMC Board Members is available on the FBPE's website.

Whether you are a PE looking to attain required CEHs, or an engineer looking to learn something new or keep current with the latest trend in the profession, IEEE has seminars that will meet your needs. And for the PEs, don't forget that the next renewal deadline is only 3 months away. Better start earning those CEHs now!

Leader's Center **What is Participative Management?**

Paul Schnitzler, Ph.D—Life Senior Member

The next several articles in this space will cover participative management and concurrent engineering, two topics which are often overlooked with serious costs to the organization.

This month I start with participative management (PM) and how to use it. PM is a key tool in successful leadership as well as change management. Remember that empowering your employees a key part for successful change; PM empowers people. It's an exciting way for people to work together.

The view from the top sees the manager's task as achieving results which will enhance the organization. To do this, the *leader* gets the team to do what is needed. A favorite quote of mine from Warren Bennis is "Managers do things right. Leaders do the right thing."* And what are the right things to do?

The best things to do are 1) deliver what is needed by the organization and 2) provide a healthy environment in which everyone *wants* to do the absolute best that they can.

If you do the second, you are very likely to achieve the first.

Before we look at PM, let's look at the usual approach. The manager of a group is told by her boss that her group is to meet certain objectives. Being a smart engineer, she works out a plan to meet her boss's goals. She then decides how the work is to be distributed within her group, who is to do what. The next step is to simply inform everyone what their tasks are and when they are due. That's pretty simple right?

Sounds a lot like traditional Change Management as described in the previous articles, doesn't it?

So how would PM work?

As before, the leader's key task is to represent upper management to her group. She bring this message to the group.

She asks the group: "How can we make this happen? Let's, together, figure out how to accomplish the challenge we have been given." Along the way, we may spot gaps in the plan, issues which have been overlooked, opportunities which are available. And the plan gets better. Not everything will be included—but everyone's ideas will be considered. (Anyone know TQM**?)

We will develop the details of the plan to accomplish the objectives and *we* will also decide who is to do what.

Do you see why I brought this up after the Change Management ideas? It's all the same—and the benefits are the same! Better involvement; better solutions; better results.

The immediate benefit is that the group members feel valued. They feel excited to have some control over their work. They want to live up to the expectations of their boss, their *leader*! And so they do.

A typical objection: How can we do this? It will take too much time. We will never get it done! Sound like the "Hurried Manager?"

Can you suggest the answer to this from the earlier Leader's Center articles?

This really works. Always? No but you might be surprised at how often. See next month for an unusual outcome.

Don't want to wait? Then go to <http://leadchangewithoutfear.com/> and check the tab "Successful Real Change" for more ideas.

FWCS Meets Retention Goal for 2018

Once again, the Florida West Coast Section has been recognized by IEEE for meeting its retention goal for the 2018 membership year. Membership retention goals are determined annually based on the Section's three-year performance. Thank you to each section member—your membership renewal is key to keeping our section vital. And speaking of membership renewal, if you haven't already done so, please visit **www.ieee.org/membership** and help repeat this important section performance recognition next year!

RAS**IEEE
CONSULTANTS****Attacking and Defending the Internet of Things (IoT)**

Date: Tuesday, November 27, 2018
Time: Time: 6:00PM – 8:00PM
Speaker: Robert Iler
Location: Brio Restaurant at Tampa International Mall
RSVP: Online at: <http://time2meet.com/fwcs-pes1/index.html>
Questions: Sean Denny email: venner20@aol.com

Today's world depends on fully functioning, interconnected Microprocessor Controlled Devices (MCD). The Internet of Things (IoT) is composed of MCDs that in one way or another connect to the Internet. Unfortunately, many of them were never designed to be secure, especially in an IoT environment. Cyber attackers know this and have been aggressively compromising these devices for years. Recently, cybersecurity organizations have been tracking cyber attackers as they identify, infect, and build botnets made from MCD/IoT devices. This hunt has developed sizable IoT botnets that have the capability to launch globally destructive attacks. These attacks can significantly impact industry and critical infrastructure because of IoT's presence within power systems, transportation systems, airport monitors, emergency warning systems, financial systems and security cameras. I will explore the cyber actors behind these attacks, their targets, their attack methods, and the types of devices impacted. We also can discuss ways to start protecting yourself and your businesses.

SPEAKER BIO

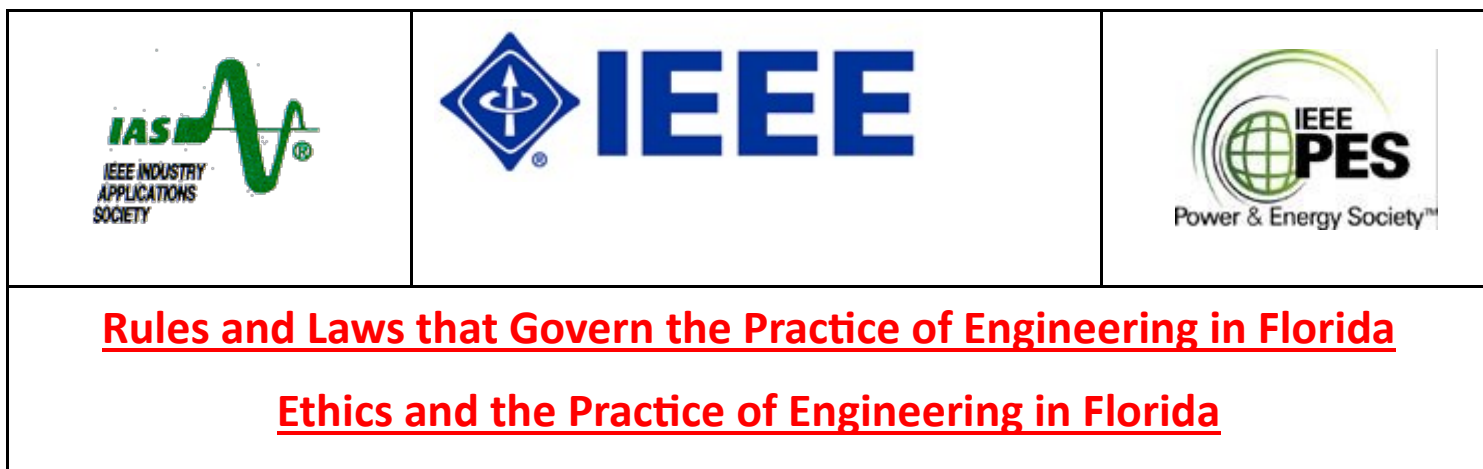
Mr. Robert Iler—Cybersecurity Consultant and Adjunct Professor in Information and Cyber Systems Engineering
Certified Information Systems Security Professional (CISSP)

Mr. Iler is president of Iler Enterprises, a small business focused on providing business development, professional management, and systems engineering services in cybersecurity technology. On behalf of his clients, Mr. Iler has been directly responsible for capturing multiple information security contracts with DARPA, the U.S. Air Force - Rome Labs, and the U.S. Naval Sea Systems Command.

Mr. Iler is retired U.S. Navy with over 2000 hours of Military Oceanic Aviation, Communications, and Navigation experience as an instrument-rated pilot. Both in the Navy and in industry Mr. Iler has served many engineering and program management roles including C4ISR systems, self-protection jamming, and weapons systems - avionics acquisition.

Of significance to the presentation, Mr. Iler has provided CyberSecurity operations planning and synchronization expertise and information assurance systems engineering for our nation's most critical needs and for some of its most sensitive agencies.

Mr. Iler holds a bachelor's degree in Aerospace Engineering from the University of Kansas and two masters degrees, one in Systems Management from the University of Southern California and a second in Aero/Avionics Engineering from the Naval Postgraduate School.



Date: Friday, November 9, 2018

Time: Registration and light breakfast at 8:30AM

Presentation: 9:30AM—11:30AM

Speaker: Mr. Art Nordlinger, PE, IEEE Representative to the Florida Board of Professional Engineers Presentations:

Location: FRCC Headquarters, 3000 Bayport Dr #600, Tampa, FL 33607 Parking: Use parking lot for Hyatt (North side only).

Cost: \$30 for Members, \$50 for Non-Members, \$20 for Students. Make checks payable to: IEEE FWCS Send checks to: Treasurer—IEEE PE/IA Chapter 3133 W. Paris Street Tampa, FL 33614-5964

CEH Credits: One Rules & Laws CEH will be awarded, One Ethics CEH will be awarded, which will meet the current requirements for PE Renewals.

RSVP: Online at: <http://time2meet.com/fwcs-pes4/index.html>

Questions: Art Nordlinger at a.nordlinger@ieee.org or (813) 630-6203

Be sure to enter your name and PE number on the signup website as it appears on your license. IEEE Florida Provider Number is 0003849. Cancellation must be submitted online 24 Hrs prior to the seminar at: <http://time2meet.com/fwcs-pesx/index.html> No shows will be invoiced for the total cost of the seminar.

The Rules and Laws That Govern the Practice of Engineering in Florida. This course is at a basic to intermediate level. Florida Statute 471 – Engineering FBPE and FEMC Florida Administrative Code Updates from NCEES and FBPE .

Ethics and the Practice of Engineering in Florida. This course is at a basic to intermediate level Basic Engineering Ethics Precepts Florida Administrative Code 61G15 Recent Cases and Examples

SPEAKER: Art Nordlinger is the Manager, Transmission Tariff and Contracts at Tampa Electric Company. Art earned a Bachelor of Science degree in Electrical Engineering from Northwestern University in 1979 and his Master of Engineering degree in Electric Power Engineering in 1988 from Rensselaer Polytechnic Institute. Art is a Senior Member of IEEE and a registered PE in Florida.

FREE IEEE-USA E-BOOK

From 1 October through 15 November, IEEE members may download a complimentary copy of this E-Book. Log in with your IEEE Web Account, add the book to your cart, and use promo code OCTFREE18 at checkout.

It's not always possible in the business world to reward your key and special employees with raises or monetary gains, in the conventional sense; but it is possible to reward them in other ways that will keep them motivated and on-point. In this second volume, author Harry T. Roman discussed and describes additional techniques he has seen and used for rewarding key people.



<https://ieeeyusa.org/shop/careers/new-ebook-rewarding-your-employees-in-tight-salary-times-vol-2-some-additional-techniques/>

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November 2018 Calendar of Events (For more information see P. 1) in this Signal...

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 	5	6 EXCOM Meeting TECO Plaza 5:30pm	7	8	9 Laws, Rules and Ethics for Profes- sional Engineers FRCC—	10
11 	12	13	14	15	16	17 USF Student Banquet
18	19	20	21	22 	23 	24
25	26	27	28	29	30	