



# Anthony Versino

**B.S. in Engineering Physics (2011)**  
**Illinois Tool Works, Glenview, IL**

## **Describe your overall duties/responsibilities as a Director of Engineering:**

I am Director of Engineering for a division of Illinois Tool Works that provides solutions to the Residential Construction industry. As a director, I participate in all annual plan, long range plan, and talent review activities for the business, focused on aligning our technical strategy with the overall goals of the business. My teams are organized around new product development, regulatory compliance, and a structural testing lab. I set the strategy for the Engineering group, develop yearly objectives and personal development goals in order to support our greater divisional and enterprise goals.

## **Explain the skills/abilities that are required for being successful in your role:**

The shift towards a leader and people manager is a tough one, especially if you love the technical side, although I love what I do still. The skills I rely on most revolve around talent development, strategic thinking, business acumen, and leading through influence (rather than positional power). ITW's business model revolves around Pareto's principle

and simplicity. I need to identify the 2-3 most important things that will help drive the business and structure my teams goals around that. As a technical leader, I am indebted to my Engineering Physics degree, as it was the fuel that allowed my to deliver results in my earlier Product Development roles, and now in order to structure our teams internal competencies.

## **What advice would you give to students who are considering majoring in Engineering Physics?**

If you don't love what you are doing, change it. Take the time now to explore what's available and immerse yourself, find out what you do and don't like. Having a career in a type of engineering or industry that you are passionate about will get you up every day and enable you to deliver some amazing things, as well as provide a foundation for great career growth. I took 3 years off of school after my junior year, working full time for ITW, developed some new products, was granted a few patents, and when I decided to finish my degree, I finished my last few semesters with a 4.0. The only unnatural path you take is one that you don't love.

