

RMISM Connect

a part of **Belcan**

September 22 and 24, 2026

Strengthen the Discipline.
Advance the Profession.
Engage the Intelligence.



CONNECT

With Experts
& Peers



EXPLORE

Innovative Ideas
& Best Practices



SOLVE

Today's Challenges
Together



INSPIRE

Action. Impact.
Excellence.





ENGAGE

How You Work Matters: The Soft Skills Behind Resource Management Success

Eric Mannweiler | Docusign

Agenda

- 1** Introducing Soft Skills
- 2** What are your natural Soft Skills?
- 3** Strategies for adding Soft Skills to your tool belt
- 4** Q&A/Talking about how GREAT you are!

There will be guided discussions throughout!



Eric Mannweiler
Senior Resource Manager
DocuSign

- Worked in Inventory Control for 8 years
- Moved to Resource Management in 2018, at Ciber/Infor
- Moved to DocuSign in 2022
- Led the RMO expansion into Sales in 2023

Soft skills have been a big part of my success, and the opportunities I have been tapped for!

Introducing Soft Skills

It's not WHAT we do, but HOW we do it!



Soft skills are tools!

- **Tools are universal**

Everyone knows what a hammer is

- **They are also situational**

Not every tool is right for every job

- **They are also DEEPLY personal**

Some people are naturally better with some tools, and have to work to be better with others.

Improving Soft Skills requires honest awareness of yourself and others!



“Internal” **How you think/work**

Both

“External” **How you work with others**

- Creativity
- Detail Oriented
- Thoroughness
- Critical Thinking
- Self-Awareness
- Self-driven

- Adaptability
- Problem Solving
- Clear Communication
- Time Management
- Well Organized

- Collaborative Spirit
- Conflict Management
- Executive Voice
- Empathetic
- Persuasive
- Approachability

What are your natural Soft Skills?

(AKA your professional super powers)



What are your natural Soft Skills?



When you are presented with a problem, what are your natural approaches (that work)?



What do people come to you for help with?



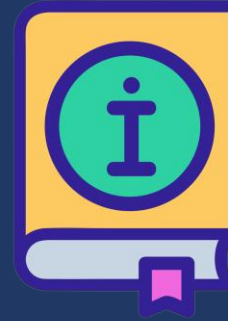
How do you remove friction – in processes, interactions, or other conflicts?



What do you get praised for most often?

These are your natural Soft Skills! Lean into them so they become SUPER POWERS!!

Strategies and Resources for adding Soft Skills to your tool belt



Identifying Soft Skills to Build

Identify FRICTION around you.

- Interpersonal
- Intrapersonal
- Inter-team
- Process

Think about the culture and values of your company and RMO

If any of those are things you struggle with or challenge you, consider those areas to work on.

What Soft Skills do you admire in others?

Think about skills you admire in your peers, coworkers, etc. that you'd like to pick up!

Learning Services/Platforms

LinkedIn Learning, Coursera, GoSkills, others
– LinkedIn has at least 3 Learning Paths for Soft Skills!

Get a Mentor

Look for someone up-level from you, and across or outside of your organization.

Set up “Coffee Chats”

Great practice with active listening and conversational relationships, expands your network

Clifton Strengths or similar

Can also show you skills of people around you, and identify Soft Skills gaps you could strategically pick up

Time Management tools

- Pomodoro Technique and timers, etc.
- Time blocking techniques



— ENGAGE —

**Q&A/ Talking about how
GREAT you are!**



— ENGAGE —

THANK YOU