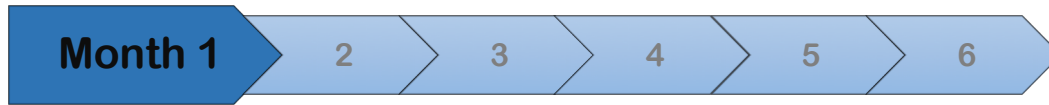


# The Technology Leadership Experience

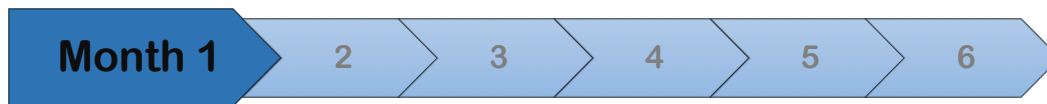


## **Event:** TechLX Cohort Kick-Off Call

**Attendees:** All TechLX Participants, Mentors, Direct Managers, and Executive Sponsors/CIOs

- Hosted by Casey Scheinler (Director of Client Success, O&A), Larry Bonfante (Retired CIO and O&A facilitator), Lisha Wentworth (Sr. O&A Facilitator/Consultant), Laurel Glidewell (Project Manager, O&A), and the TechLX team at O&A.
- Meet the Cohort
- Overview of the TechLX program and its components:
  - Self-Awareness – IT Skill Builder
  - Leadership Development Workshops: *Leading in a Technology Organization*, *Consulting Skills: Becoming a Trusted Advisor*, and *Marketing IT's Value*
  - Mentoring – matching, relationship, expectations for mentor and mentees
  - Problem Solving sessions – peer sub-groups purpose and expectations
  - Graduation: Sub-group presentations, CIO panel, Awards
  - *Unleashing the Power of IT* bonus session – a one-day workshop exclusively for TechLX hosts
  - Sponsor Talent Data conference call and informational packet
- IT SkillBuilder (ITSB), demoed by Laurel Glidewell, enhances TechLX through participant self-assessment, facilitates continuous learning, and is a valuable tool in developing both a personal and team brand.
  - Participants and their direct managers complete a self-assessment based in 14 core competencies.
  - Participants then utilize the resulting reports in the workshops and with their mentors to identify strengths/weaknesses, areas of growth, and needed leadership skills.
  - Participants are expected to complete their self-assessment prior to first workshop and to complete five ITSB learning modules before each of the three workshops.
- Deeper dive into *Leading in a Technology Organization* with Larry Bonfante
- Workshop High Points: *Consulting Skills: Becoming a Trusted Advisor*, and *Marketing IT's Value*
- Participant Expectations:
  - Be prepared and present at each event, actively participating in the conversations, problem solving, and collaborating.
  - Nominate peers for *Leader Amongst Leaders Award* and a mentor for *Mentoring Excellence Award*.
  - Develop and deliver a 10-minute presentation of what they each have gained from the TechLX program to their Executive Sponsor/CIO at the end of the program.
- Q&A

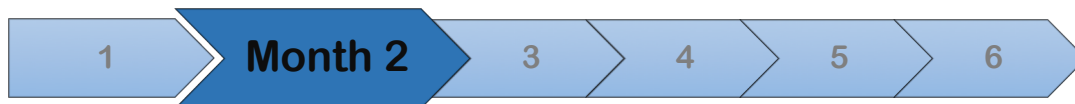




**Event:** IT SkillBuilder Self-Assessment

**Objective:** All the TechLX Participants complete their self-assessment before the first workshop.

- ITSB is a cloud-based assessment and leadership development solution that incorporates workforce analytics for a full picture of the individual's leadership skills, strengths/weaknesses, and areas of opportunity.
- All of the participants and their direct managers are sent an invite to SkillBuilder and a log-in pin after the kick-off call.
- The participants complete the self-assessment and their direct managers assess their direct reports, both evaluating on four levels in each of the 14 core competencies.
- Participants are encouraged to discuss their results with their direct manager, identifying areas of growth and next steps to be taken.



**Workshop:** *Leading in a Technology Organization* (1-day) delivered by Larry Bonfante

**Attendees:** Participants

- This workshop focuses on topics such as Purpose, Goals and Vision, Inspiring Others, Emotional Intelligence, and Decision Making, some of the most critical skills of effective leadership.
- Participants bring their SkillBuilder self-assessment reports to this workshop, using them in tandem with the workshop's teachings to pinpoint specific leadership skills that need to be developed or refined.
- Participants are given examples of using IT SkillBuilder's My Career Journey section to build their personal brand.
- Guest Speaker – a CIO or executive from a local organization (often the host of the workshop) will come and address the cohort for a brief time on leadership.

**Event:** Networking

**Attendees:** All TechLX Participants, Mentors, and Executive Sponsors/CIOs

- Networking is a skill the best leaders (even the introverted ones) should develop and actively utilize.
- A guest speaker (typically a CIO or Executive from a local organization) gives a brief message.
- This is an opportunity for the participants to interact with IT execs, meet peers in different industries, and build the IT community in the city/region.
- Mentors and mentees are also able to meet unofficially for the first time and begin to build a relationship.

**Event:** A Meeting of the (Mentor) Minds

**Attendees:** Mentors

- O&A hosts a call exclusively for mentors
- This is an occasion for the TechLX mentors to virtually meet other likeminded executives in the region and to discuss mentoring and investing in the IT community.

- Mentors are invited to bring mentoring wisdom, success stories, challenges, and fresh ideas to the table in the spirit of continual learning and improvement.



**Event:** 1:1 Mentor Meetings

**Attendees:** Participants and Mentors

**Objective:** The mentee and mentor meet for the first time and discuss the goals of the relationship.

- Participants submit their mentor requests and are paired with outside mentors by the O&A team based on commonalities such as careers, company size, technical skills, and personal interests.
- Each mentor and mentee will meet a minimum of three times over the course of the program.
- It is the responsibility of the mentee to initiate the relationship, schedule the meetings, set the agenda for the relationship, and bring value to their mentor.
- The mentor is expected to give a few hours of their time to the mentee and to advise the mentee on how the skills learned in the workshops are implemented in real-life situations/challenges.
- The mentees are encouraged to show their SkillBuilder self-assessment reports to their mentor as a means of facilitating conversation about leadership development and setting goals for continual improvement.
- The mentor is encouraged to utilize the participant's SkillBuilder reports to identify areas of growth, give constructive feedback and advice, and prompt the mentee to work on specific skills in SkillBuilder.

**Event:** Peer Problem-Solving Sessions

**Attendees:** Participants

**Objective:** Each sub-cohort meets to build relationships and to work on real-life challenges.

- Each cohort is broken down into sub-groups that will meet three times over the course of the program.
- In these meetings each participant will disclose a real-life problem or difficult situation that they are facing, and then the sub-group will discuss it and come up with ideas/solutions.
- This is where the participants actively and practically apply what they are learning in the workshops and from their mentors.
- These sessions are a valuable opportunity to learn from peers in other companies/industries and to gain insight on mutual challenges and possible solutions.



**Workshop:** *Consulting Skills: Becoming a Trusted Advisor* (1.5 days) delivered by Lisha Wentworth

**Attendees:** Participants

- *Consulting Skills* helps participants build trust and influencing skills, increases their communication abilities, and aids them to build deeper relationships with their clients, their team, and others within their organization.
- Participants are given specific IT SkillBuilder resources on *Consulting Skills* topics and encouraged to choose a particular skill and work on it.
- Guest Speaker



**Event:** 1:1 Mentor Meetings

**Objective:** Mentor and mentee meet for the second time.

**Event:** Peer Problem-Solving Sessions

**Objective:** Each sub-cohort meets a second time to build relationships and to work on real-life challenges.

**Event:** Executive Sponsor/CIO Call

**Objective:** The value and results of TechLX/ITSB are shown to the Executive Sponsors/CIOs

- The TechLX and ITSB mix: the importance of self-assessment and self-awareness in today's digital world.
- Cohort Results: anonymized SkillBuilder reports from the participants are shared, giving a picture of strengths/weaknesses and common threads in the IT labor pool.
- Labor Data: competitive insights on talent and labor demand in the region.
- Opportunities: upcoming TechLX cohorts, the value of ITSB in-house, and how O&A's workshops can move your company up the IT Maturity Curve.



**Workshop:** *Marketing IT's Value* (1.5 days) delivered by Lisha Wentworth

**Attendees:** Participants

- *Marketing IT's Value* gives participants a framework for communicating to others in the organization the value of a product or service, the IT organization, or them as a leader. It helps participants change the way they communicate to build support and buy-in by focusing on value rather than technical features.
- The participants are encouraged to build out their SkillBuilder My Career Journey profile, also known as the "baseball card", which is used for personal branding and marketing.
- The participant's presentation of their TechLX learnings to their CIO is discussed in this workshop:
  - How they are going to present (market) themselves and their message?
  - Who are their audience?
  - How can they utilize this opportunity for personal branding and endorse their leadership abilities (with an eye to promotion)?

- Participants are encouraged to consider their personal branding on social media, particularly LinkedIn, and the value that it has in marketing their talents. They are prompted to add their TechLX achievements and leadership skills to their LinkedIn profile as a part of building their brand.
- Guest Speaker



**Event:** 1:1 Mentor Meetings

**Objective:** Mentor and mentee meet for the third time.

- Though a minimum of three meeting is required, the mentor and mentee are certainly not limited to three meetings. They may meet as many times as they desire/are able and will hopefully continue the relationship after the conclusion of the program.

**Event:** Peer Problem-Solving Sessions

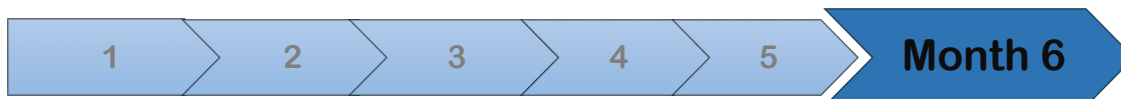
**Objective:** Each sub-cohort meets a third and final time to build relationships and to work on real-life challenges.

- During this session, each sub-cohort prepares their 10-minute graduation presentation.

**Event:** Executive Sponsor/CIO Presentation

**Objective:** The participant showcases their TechLX learning/leadership

- Each participant is to schedule a meeting with their Executive Sponsor/CIO and prepare a 10-minute presentation of what they have learned in and benefited from TechLX.
- This is an opportunity for the participant to both convey their gratitude to their Executive Sponsor/CIO and demonstrate some of the leadership and marketing skills they have learned.



**Event:** Graduation

**Attendees:** All TechLX Participants, Mentors, Direct Managers, and Executive Sponsors/CIOs

- Sub-Cohorts Leadership Presentation – each of the sub-cohorts gives a 10-minute long presentation about the program, how it has benefitted them both as a team and as an individual, and how they plan to use their new skills in the future.
- Leadership Panel – Dan Roberts moderates a discussion panel of three IT executives who share their career stories, advice and lessons learned, and insights on being an IT leaders in such a disruptive time in technology.
- TechLX Awards – the awards for *Leader Amongst Leaders*, *Mentoring Excellence*, and *Community Leadership* are presented.
- Certificates – every participant is presented with an official TechLX certificate of graduation.

## Continuing the Journey...

### IT Skill Builder:

- TechLX graduates have free access to IT Skill Builder and its library of 5000+ microlearning resources for an additional six months after the end of the program.
- Graduates are encouraged to do the self-assessment again, comparing to their first assessment to see what competencies they have progressed in and where there are still areas of growth.
- Graduates can utilize materials covering 400-500 distinct skills for continual learning, to build their talent brand, to raise self-awareness, and to grow their digital fluency.

### TechLX ConneX:

- The TechLX ConneX is a monthly newsletter that goes out to past and present TechLX stakeholders internationally.
- The newsletter highlights stories from the IT community, the latest trends in technology leadership, and tips and strategies for those continuing their leadership journey.
- TechLX Graduates, tell us your story! We want to hear:
  - Feedback about the any part of the program or TechLX as a whole
  - How the skills you have learned are benefiting you
  - What promotions have happened as a result of being in TechLX
  - What you are doing to build yourself as a leader
  - How you are investing in and giving back to the IT community

### Future Cohorts:

- TechLX is continually growing and expanding into new cities! Follow the progress on the TechLX website, [www.thetechlx.com/locations/](http://www.thetechlx.com/locations/), or on LinkedIn at [www.linkedin.com/showcase/the-techlx/](http://www.linkedin.com/showcase/the-techlx/).
- Also, go to the TechLX website at [www.thetechlx.com/](http://www.thetechlx.com/) to sign up as a participant, volunteer to be a mentor, or display your name and brand as a sponsor in one of our upcoming Cohorts.

### Mentoring:

- Mentoring is a huge part of TechLX and our mentors are encouraged to continue the journey after the official end of their cohort, either through continuing the relationship with their TechLX mentee or mentoring another individual.
- TechLX mentees, after graduating the program, can actively give back to their IT community through mentoring in one the upcoming Cohorts! This both benefits them personally as an emerging IT leader and helps to build a stronger IT community in their region.

### Brand:

- TechLX graduates are encouraged to tell share their leadership journey with their peers and to continue in building their personal brand.
- Graduates are provided with information on displaying their TechLX achievements on LinkedIn.