An Introduction to Self-Awareness

With IT Skill Builder

The Importance of Self-Awareness

Uncovering our strengths and weaknesses in a key step in developing a winning leadership style and ability to influence a team. The first step in the journey to being an effective leader is to learn about and know yourself.

As part of your TechLX journey, you will consider these three components:

- Where am I now?
- Where am I going?
- How will I get there?

This Self-Awareness Bubble is designed to help you answer where you are today.

IT Maturity Curve

In partnership with Babson College, Ouellette & Associates (O&A) conducted a year-long study with 130 CIOs across 10 different industries. One of the by-products of this research is the four-stage IT Maturity Curve. Where you are on this Curve is an indication of how you show up and how you are perceived across your company.
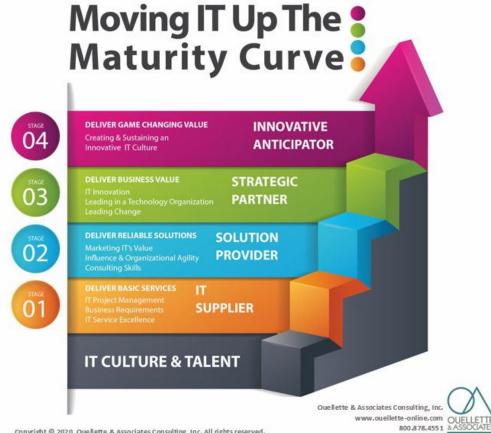
Stage 1 – You don't even know about the meeting and you're just delivering basic solutions.

Stage 2 – You are in the fifth or sixth meeting simply providing reliable solutions.

Stage 3 – You are in the first meeting providing business focus and value.

Stage 4 – You are driving the meeting and bringing innovative, game changing value to the table.

Our goal in the TechLX is to help you accelerate up the Curve, ensuring that you are invited to the first meeting because you are seen as a trusted advisor delivering both value and results.

Where do you see yourself on the Maturity Curve?

Moving IT Up The Maturity Curve

STAGE 04 — DELIVER GAME CHANGING VALUE — Creating & Sustaining an Innovative IT Culture — **INNOVATIVE ANTICIPATOR**

STAGE 03 — DELIVER BUSINESS VALUE — IT Innovation — Leading in a Technology Organization — Leading Change — **STRATEGIC PARTNER**

STAGE 02 — DELIVER RELIABLE SOLUTIONS — Marketing IT's Value — Influence & Organizational Agility — Consulting Skills — **SOLUTION PROVIDER**

STAGE 01 — DELIVER BASIC SERVICES — IT Project Management — Business Requirements — IT Service Excellence — **IT SUPPLIER**

IT CULTURE & TALENT

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The Core Competencies of High-Performers

As part of the research with Babson College, O&A conducted additional research with numerous CIOs of top-performing organizations to identify what separated the Stage 3 & 4 organizations from the lower performers. What we discovered was a set of **15 Core Competencies** that equipped the high performers with the ability to differentiate themselves by understanding the new expectations for success in our industry today:

Remarkably, 13 out of the 15 Core Competencies are "human factors," not technical skills. This research underscores the cultural revolution occurring in IT today. What were formerly considered to be "soft skills" are now the **core skills** that differentiate high-performing IT leaders and organizations.

IT CORE COMPETENCIES

Agility	Business Acumen	Client Orientation	Digital Acumen
Communication	Collaboration	Influencing Others	Innovation
Strategic Focus	Leadership	Leading Change	Organizational Understanding
	Problem Solving	Project Management	Technical Understanding

Skill Builder

The 15 Core Competencies are the basis for the Self-Assessment in the IT Skill Builder platform and an integral component of your TechLX leadership experience.

You will begin your leadership journey by evaluating yourself and having your direct manager evaluate you against these 15 competencies on four proficiency levels. Then, just prior to graduation at the end of the program, you will re-evaluate yourself to ascertain where you have grown over the past year and which competencies still need work.

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