

# Mentoring the Future IT Leaders

The virtual Technology Leadership Experience (The vTechLX) mentoring program provides another avenue for young tech leaders to connect with seasoned tech leaders, with the focus of building their professional networks and growing their leadership skills.

Your contribution will help an up and coming IT leader grow in their career and will build a strong pipeline of future-ready IT leaders.



## How You as the Mentor Benefit

### Mentoring is a win-win relationship!

- Connect with CXOs nationwide from diverse companies, industries, and backgrounds.
- Share your advice with an up-and-coming IT leader who has aspirations to follow a path similar to yours and who is eager to learn.
- Learn from your mentee – their perspective, background, and unique areas of expertise (reverse mentoring).
- Step back from the day-to-day to reflect on your own career.
- Share the important career steps or turning points that put you where you are today to help your mentee achieve a similar path to success.

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“I enjoyed sharing my experiences and knowledge and I always learn something when I spend time with bright and talented individuals.”

–TechLX Mentor

## Matching Mentors and Mentees

The insights you provide in your [mentor form](#) are shared with the vTechLX participants via a mentor profile booklet. The participants select a few mentor options whom they feel would be a good fit for them, personally and professionally. Once the mentors and mentees are matched by O&A, you are connected via email, and it is then the mentee’s responsibility to reach out to you to formally introduce themselves and schedule the first meeting.

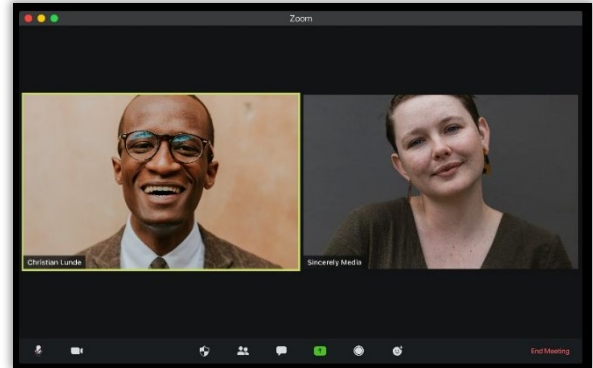
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“I’ve really enjoyed the mentoring opportunity TechLX enabled between myself and [my mentee]. We’ve had some great discussions and shared lots of career lessons learned and also some best practices. In the mentor role, I’ve really learned a lot from [him]. Shared learning is one of the best possible results during mentoring. I count myself lucky to be involved in TechLX!”

–TechLX CIO Mentor

## Mentoring Virtually

Mentoring in the vTechLX broadens one's horizons beyond a particular city or region. You and your mentee can utilize a variety of platforms including Zoom, Microsoft Teams, Slack, FaceTime, etc. for your meetings. The benefits of virtual mentoring also include flexibility, easier scheduling, no location or health constraints, and the ability to easily connect informally when facing daily challenges.



## New to Mentoring?

Find a wealth of thought leadership and practical advice by visiting the Mentoring Resources section of the TechLX website at [www.thetechlx.com/mentoring-resources](http://www.thetechlx.com/mentoring-resources).

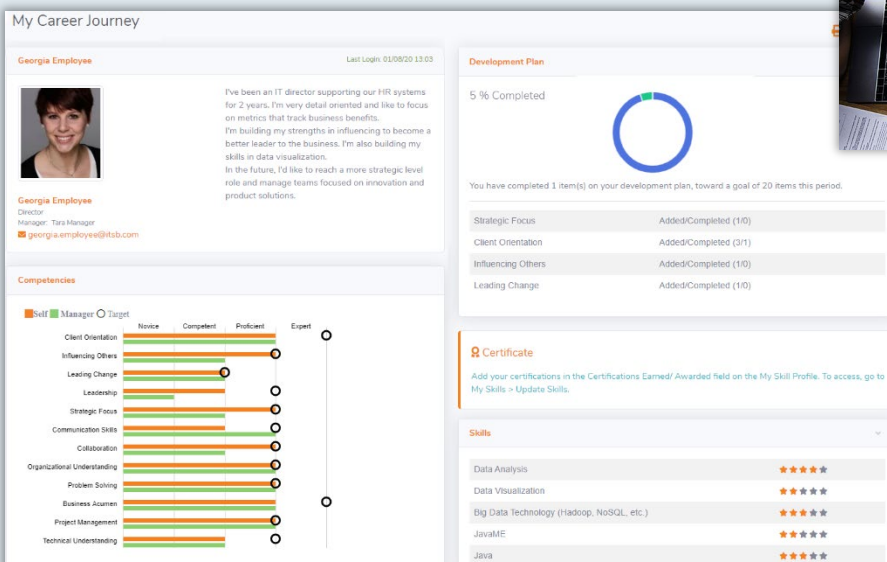
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It was great to have access to such senior leaders, and have the opportunity to select my mentor. The match was really good and I feel it added value and contributed to my development as a leader. My mentor was available to meet in person monthly and is willing to meet going forward even though the program has ended. Mentoring opportunities like this are priceless!”

–TechLX Mentee

## IT Skill Builder: A Valuable Mentoring Tool

IT Skill Builder is a cloud-based assessment and personal development solution that incorporates workforce analytics for a full picture of the mentee's skills, strengths, and areas of opportunity.



The mentee completes a self-assessment centered on 15 research-based core competencies. Upon sharing their results, the mentee and their mentor can clarify current technical skills and behavioral competencies, and then develop and coach for success.

Sample My Career Journey Page and Target Comparison Report

# The vTechLX

*As the IT agenda grows bigger and bolder, there's a new urgency to get today's high-potential and emerging IT leaders prepared to take on tomorrow's C-level roles. Strengthening their leadership capabilities and business acumen will require new skill development as well as the advice and support of experienced mentors and trusted peer networks.*

The vTechLX is a cohort based program and highly interactive, blended learning experience that will...

- Build a **robust** IT leadership pipeline and bench strength.
- Provide a targeted learning experience for **high-potential** IT leaders.
- Develop the **leadership** skills and digital fluency critical for **success**.
- Foster internal **mobility** by equipping your people for their next role in your organization.

## The vTechLX Deliverables

- **Leadership Assessment** (Self-Awareness) – based on the core competencies of high performing leaders, this assessment guides leadership development and informs career decisions.
- **IT Leadership Development** – five days (three different workshops) of formal training delivered in three-hour modules with a focus on real world “learning + application”
- **Peer Connections** – with IT leaders from multiple companies, industries and geographies, the peer-to-peer learning and networking is very rich and diverse.
- **1:1 Mentoring** – every vTechLX participant receives 1:1 mentoring from a CXO from outside of their company (reverse mentoring is also highly encouraged and practiced).
- **Self-Paced Learning** – IT Skill Builder provides year-long access to 5,000+ on-demand microlearning resources to foster learning agility across core competency areas.



We welcome your questions or feedback on the vTechLX! Please reach out at any time to:



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