

The TechLX in Detail

• Month 1 •

Cohort Kick-Off

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

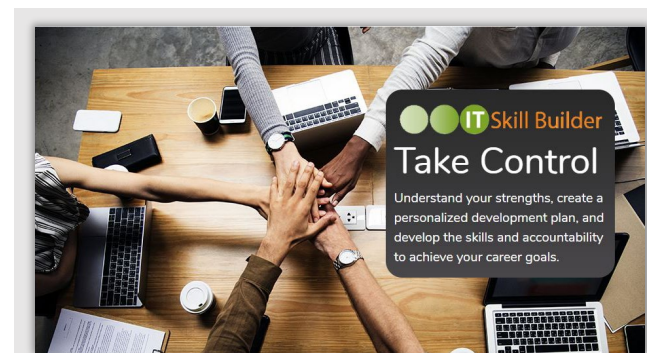
- Overview of the TechLX program and its components:
 - Self-Awareness (IT Skill Builder)
 - Leadership Development Workshops (“vILT” delivery model): *Leading in a Technology Organization*, *IT Consulting Skills: Becoming a Trusted Advisor*, and *Marketing a Technology Organization*
 - Peer-to-peer connections/Sub-Cohorts
 - 1:1 Mentoring
 - Capstone Project: IT Marketing Plan
 - Graduation: sub-cohort presentations, leadership panel, awards
- Participant Expectations:
 - Actively participate in all of the workshops.
 - Meet regularly with their mentor and peer group.
 - Create and implement a real-world marketing plan.
 - Develop and deliver a Sub-Cohort Presentation at graduation.
- Cohort Timeline
- Next Steps & Wrap-up

TechLX Cohort VI Timeline		
September Sept. 14 11:00a-12:00p • Cohort Kickoff! Sept. 21 1:00p-2:00p • IT Skill Builder Orientation & Sub-Cohort Introductions	September–October • IT Skill Builder Leadership Assessment & Results Discussion with Direct Manager • Mentor & Mentee Connections	October Oct. 26 & 28 10:00a-1:00p • <i>Leading in a Technology Organization</i> (Modules 1 and 2)
November–December • Sub-Cohort Connections • Mentor/Mentee Meetings	January 2022 Jan. 10, 12, 17, & 19 10:00a-1:00p • <i>IT Consulting Skills – Becoming a Trusted Advisor</i> (Modules 1-4)	February 2022 • Data & Insights Report • Sub-Cohort Connections • Mentor/Mentee Meetings
March 2022 Mar. 22, 24, 29, & 31 10:00a-1:00p • <i>Marketing a Technology Organization</i> (Modules 1-4)	April 2022 • IT Marketing Capstone Project • Sub-Cohort Connections • Mentor/Mentee Meetings	May 2022 • IT Skill Builder Re-Assessment & Review with Direct Manager • Graduation Celebration!

IT Skill Builder Orientation & Sub-Cohort Introductions

Attendees: Participants

- An IT Skill Builder demo covering how to register and complete the self-assessment, interpret and discuss results, leverage the reports with direct manager and mentor, and more.
- The participants are divided up into their sub-cohorts and complete an introductory interview/networking activity in the breakout rooms.
- Debrief and wrap, looking ahead at the mentoring and first workshop.



• Month 2 •

Self-Awareness Assessment – IT Skill Builder

Objective: All TechLX participants complete their self-assessment prior to the first workshop.



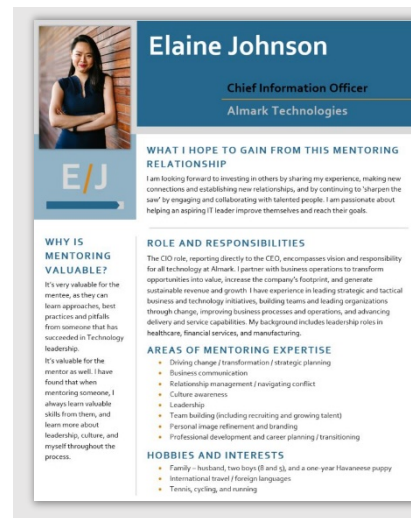
- IT Skill Builder is a cloud-based assessment and development solution that incorporates the latest workforce analytics for a full picture of the individual's leadership skills, strengths, and areas of opportunity.
- Participants and their direct managers are sent an invite to IT Skill Builder and a log-in pin after the IT Skill Builder Orientation.
- Participants and their direct managers complete the assessment, both evaluating on four behavioral levels in each of the research-based 15 core competencies.

- Participants discuss their results with their manager, identifying areas of growth and development goals, and collaborating in deciding areas of focus for the TechLX journey.

Mentoring Connections

Objective: TechLX participants are connected with their mentor.

- A TechLX Mentor Profile Book is shared with the cohort. Looking at experience, expertise, and personal interests, every participant chooses a CIO or senior IT leader outside of their organization whom they would like to connect with and learn from.
- O&A will vet the choices, making sure that no one mentor receives too many mentees, and pair the mentors and mentees.
- Following an email introduction via O&A, the mentee is responsible for scheduling the meetings, setting the agenda, and bringing value to their mentor.



• Month 3 •

Leading in a Technology Organization (two 3-hour virtual modules)

Attendees: Participants

- Facilitated by a retired CIO with decades of experience, the *Leading in a Technology Organization* workshop focuses on the critical skills of effective leadership including purpose and vision, inspiring others, emotional intelligence, and decision making.

• Month 4 •

1:1 Mentoring Meetings

Attendees: Participants (Mentees) and Mentors

- The mentee is responsible for driving the relationship, scheduling the meetings, determining the agenda and topics of discussion, and bringing value to their mentor.
- The mentor can advise on a variety of topics, day-to-day challenges, and how the skills learned in the TechLX are applied in real-life situations.
- The mentee can share their IT Skill Builder self-assessment reports to facilitate career discussion, receive targeted feedback, and to help identify and prioritize areas of focus.
- The mentor is encouraged to utilize the mentee's IT Skill Builder reports to identify areas of growth, give constructive feedback, and prompt them to work on specific skills



Sub-Cohort Leadership Connections

Attendees: Cohort participants

Objective: Participants meet to build relationships and work on real-life challenges.

- The cohort is divided into sub-groups of 5-6 leaders that meet regularly throughout the program.
- In these meetings each participant shares a real-life issue or situation and the group can discuss it and come up with ideas/solutions.
- These sessions are a valuable opportunity for participants to:
 - Network with other IT leaders nationwide
 - Actively apply what they are learning in the workshops and from their mentors
 - Learn from peers in diverse companies/industries
 - Gain insight on mutual challenges and practical solutions



TechLX Guest Speaker Events (ongoing bi-monthly)

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

- A guest speaker (typically a CIO or other C-level executive) gives a presentation on a particular topic relevant to the IT leadership needs of the cohort.
- This is an opportunity for the participants to learn about a particular topic not covered in the formal workshops, ask questions directly of a C-level leader, and gain practical insights into daily IT leadership.

• Month 5 •

IT Consulting Skills – Becoming a Trusted Advisor (four 3-hour virtual modules)

Attendees: Cohort participants

- The *IT Consulting Skills* workshop builds participants' trust and influencing skills, increases their communication skills, and helps them to build deeper, strategic relationships with their internal and external stakeholders.
- (Optional) Guest Speaker



• Month 6 •

1:1 Mentoring Meetings

Objective: Mentor and mentee meet for (at least) the second time if they are not meeting monthly.

Sub-Cohort Leadership Connections

Attendees: Cohort participants

Objective: Each sub-cohort meets for a second time (if they are not meeting monthly) to build relationships, share learning, and to work on real-life challenges.

Cohort Data & Insights Report

Objective: Showcasing the cohort's progress and results halfway through the TechLX journey for the cohort Executive Sponsors and Mentors.

- Cohort Results: anonymized IT Skill Builder reports give a valuable picture of IT strengths/weaknesses, learning patterns, and common threads in the IT talent in the cohort.
- Feedback from the cohort participants on the two workshops, *Leading in a Technology Organization* and *IT Consulting Skills*, completed thus far.
- Highlighting upcoming cohort events (guest speakers and graduations) and the launch dates of future TechLX cohorts.



• Month 7 •

Marketing a Technology Organization (four 3-hour virtual modules)

Attendees: Cohort participants

- The *Marketing a Technology Organization* workshop enables participants to communicate the value of the IT and themselves as an IT leader. Participants learn to tell a compelling narrative and build support by focusing on value provided rather than simply the technical features.
- The participant's TechLX Capstone Project, a real-world marketing plan for their IT organization, is discussed:
 - How will they market themselves and their plan?
 - How can they utilize this opportunity to endorse their leadership abilities?
- Participants are encouraged to consider their personal branding on social media, particularly LinkedIn, and the value that it has in marketing their talents.
- (Optional) Guest Speaker



• Month 8 •

1:1 Mentoring Meetings

Objective: Mentor and mentee meet for (at least) the third time if they are not meeting monthly.

Sub-Cohort Leadership Connections

Objective: Each sub-group meets a third and final time (if they are not meeting monthly) to build relationships, share learnings, and to work on real-life challenges.

TechLX Capstone Project: IT Marketing Plan

Objective: Participants apply their sharpened skills to a real-world challenge by creating a marketing plan to implement at their organization.

- Driven in collaboration with their direct manager and CIO, this capstone is a cumulative application of what participants have learned in the TechLX including:
 - Building trusted relationships
 - Creating tangible business value
 - Influencing the narrative around IT's value.



• Month 9 •

IT Skill Builder Re-Assessment

Objective: Participants and their direct managers complete the assessment in the 15 Core Competencies again, using their original assessment as a benchmark to see growth.



- Participants see what competencies they have progressed in over the past year and where there are still areas of growth.
- The participants are encouraged to review their re-assessment results with their direct manager and initiate conversations about leadership development and how their manager has seen them show up differently.

TechLX Award Nominations

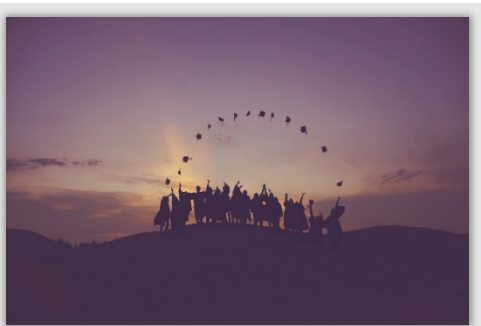
Objective: Through The TechLX awards we honor those in our IT community who stand out as exemplary leaders and dedicated mentors.

- For the *Leader Amongst Leaders Award*, the cohort participants nominate a peer whom they feel best personifies leadership qualities:
 - Ability to build trust and rapport
 - Inclusive and collaborative
 - Involved in all aspects of the TechLX activities
- For the *Mentoring Excellence Award*, the cohort participants describe why they believe their mentor is deserving, giving specific examples. The receiver of this award should demonstrate, among other things:
 - A high degree of professional integrity.
 - Commitment to the growth of IT leaders in the community.
 - A belief in lifelong learning and continuous growth



Graduation Celebration

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



- Sub-Group Leadership Presentation – each sub-group gives a brief presentation about their TechLX journey, their highlights and key takeaways, and how they plan to use their new skills in the future.
- Leadership Panel – a moderated discussion panel of IT executives who share their career stories, advice and lessons learned, and insights on being an IT leadership.

- TechLX Awards – the awards for *Leader Amongst Leaders*, *Mentoring Excellence*, and *IT Marketing Plan Excellence* are bestowed.
- Recognition – every participant who has completed the TechLX milestones is presented with a certificate of graduation.

Beyond the TechLX...

Building a Leadership Brand

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

Mentoring

- TechLX participants, after graduating the program, can actively give back to their IT community through mentoring, either to a colleague in their company or an IT peer from a different company.
- This both benefits them personally as an emerging IT leader and helps to build a stronger IT community in their region.



Future Cohorts

- The TechLX is continually growing and we launch new cohorts regularly! Follow the progression on LinkedIn at www.linkedin.com/showcase/the-techlx/.

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