

Mentoring Future IT Leaders

The Technology Leadership Experience (TechLX) mentoring program provides another avenue for beginning 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 professional grow in their career and will build a strong pipeline of future-ready IT leaders.



Mentoring is a win-win!

- Connect with CXOs nationwide from diverse companies, industries, and backgrounds.
- Share your advice with an 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.

THE Technology Leadership Experience.
Leadership Development for the Digital World

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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 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. 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!”

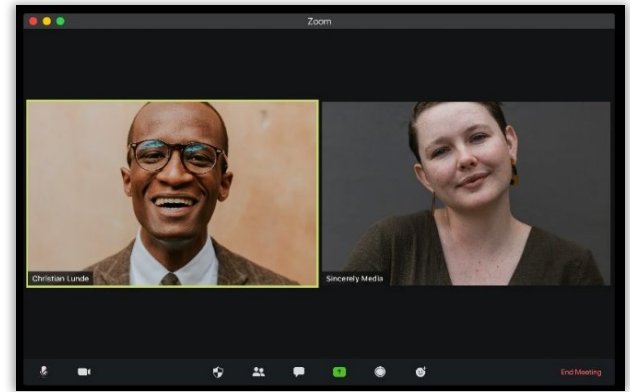
–TechLX CIO Mentor

Length of the Relationship

The mentoring relationship lasts approximately eight months, with the final meeting occurring prior to graduation. Mentees must meet with their mentor a *minimum of three times*, though we highly encourage monthly meetings for greatest impact.

Mentoring Virtually

Mentoring in the TechLX 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 questions arise or 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.



“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.



My Career Journey

Georgia Employee | Last Login: 01/09/20 13:03

Georgia Employee
Director
Manager: Tara Manager
georgia.employee@itab.com

I've been an IT director supporting our HR systems for 2 years. I'm very detail oriented and like to focus on metrics that track business benefits. I'm building my strengths in influencing to become a better leader to the business. I'm also building my skills in data visualization. In the future, I'd like to reach a more strategic level role and manage teams focused on innovation and product solutions.

Development Plan
5 % Completed

You have completed 1 item(s) on your development plan, toward a goal of 20 items this period.

Strategic Focus	Added/Completed (10)
Client Orientation	Added/Completed (31)
Influencing Others	Added/Completed (10)
Leading Change	Added/Completed (10)

Certificate
Add your certifications in the Certifications Earned/ Awarded field on the My Skill Profile. To access, go to My Skills -> Update Skills.

Skills

Data Analysis	★★★★★
Data Visualization	★★★★★
Big Data Technology (Hadoop, NoSQL, etc.)	★★★★★
Java/JEE	★★★★★
Java	★★★★★

Competencies

Competency	Self	Manager	Target
Client Orientation	Novice	Competent	Proficient
Influencing Others	Novice	Competent	Proficient
Leading Change	Novice	Competent	Proficient
Leadership	Novice	Competent	Proficient
Strategic Focus	Novice	Competent	Proficient
Communication Skills	Novice	Competent	Proficient
Collaboration	Novice	Competent	Proficient
Organizational Understanding	Novice	Competent	Proficient
Problem Solving	Novice	Competent	Proficient
Business Acumen	Novice	Competent	Proficient
Project Management	Novice	Competent	Proficient
Technical Understanding	Novice	Competent	Proficient

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](#)

About the TechLX

As the IT agenda grows bigger and bolder, there's an urgency to get today's high-potential and emerging leaders prepared to take on tomorrow's C-level roles. This requires strengthening their leadership capabilities and business acumen as well as the advice and support of experienced mentors and trusted peer networks.

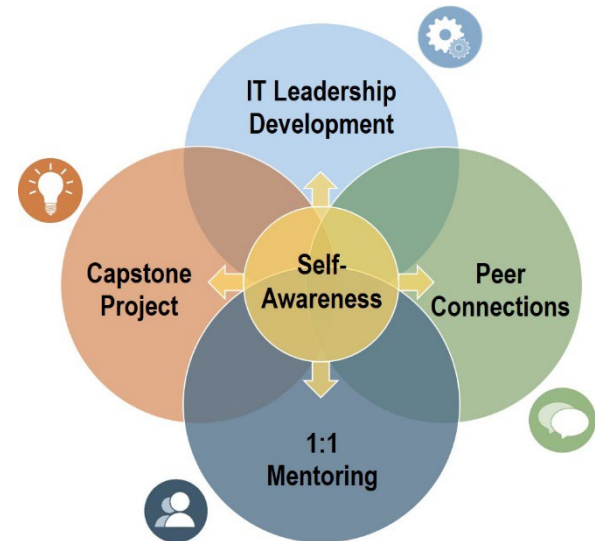


The TechLX is a cohort based, blended learning journey that...

- Builds a **robust** IT leadership pipeline nationwide
- Provides targeted development for **high-potential** IT leaders
- Develops the **leadership** skills and digital fluency critical for **success**
- Fosters internal **mobility** by equipping your people for their next role in your organization

The TechLX Deliverables

- **Leadership Assessment** (Self-Awareness) – based on the core competencies of high performing leaders, this self- and manager-assessment enables data-driven conversations, development, and 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 and application.
- **Peer Connections** – with IT leaders from multiple companies, industries and geographies in each cohort, the peer-to-peer learning and networking is rich and diverse.
- **1:1 Mentoring** – every participant receives 1:1 mentoring from a CXO from outside of their company (reverse mentoring is also encouraged and practiced).
- **Marketing Capstone Project** – after the final workshop, *Marketing a Technology Organization*, participants apply their sharpened skills by creating and implementing a marketing plan for their IT organization in collaboration with their colleagues, direct manager, and CIO.



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

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