

The Technology Leadership Experience (The TechLX)

Leadership Development for the Digital Age

If you are wondering what The TechLX looks like, here is a detailed breakdown of each month, the virtual events and time commitment, and the layering of formal learning with participant-driven networking and mentoring.

Month 1

Cohort Kick-Off

Attendees: All cohort participants, executive mentors, direct managers, and executive sponsors (e.g. CIOs and CTOs).

Purpose: Share The TechLX components, expectations for a successful journey, and the cohort timeline; answer any questions; ensure that everyone is informed and at ease with the nine months ahead.

Cohort Orientation & Introductions

Attendees: Cohort participants

Purpose:

- Firstly, a demo on how to complete the self-assessment in IT Skill Builder, interpret and discuss results with direct manager, and more.
- Secondly, participants complete an introductory networking activity with their peers in breakout rooms. The call concludes with a debrief and looking ahead at the mentoring and first workshop.

Cohort Kickoff and Orientation

Month 1

Participant and Manager Assessments
& Mentoring Introductions

Month 2

*The Leading in a Technology
Organization Workshop*

Month 3

Sub-cohort Conversations &
Mentoring Meetings

Month 4

*The IT Consulting Skills
Workshop*

Month 5

Sub-cohort Conversations &
Mentoring Meetings

Month 6

*The Marketing a Technology
Organization Workshop*

Month 7

The Capstone
Project

Month 8

Re-Assessment
& Graduation

Month 9

Expectations for participants in The TechLX include:

- Have the desire, commitment, and capacity to learn and apply (a growth mindset).
- Aspire to take on significantly expanded leadership responsibilities within 1-3 years.
- Actively participate in and complete all program components, including but not limited to self-assessments; three virtual workshops; monthly conversations with a peer group and an executive mentor; and the Capstone, creating and implementing a real-world IT marketing plan.

Month 2

Self-Awareness Assessment (IT Skill Builder)

Objective: Participants and their direct managers complete an assessment.

Details:

- IT Skill Builder provides a behavioral-level assessment in research-based 15 core competencies that incorporates workforce analytics for a full picture of an individual's leadership strengths and areas of opportunity.
- Participants and their direct managers complete the assessment and then discuss their results together, identifying areas of growth and setting development goals for The TechLX.

Mentoring Introductions

Objective: Participants choose and then connect with their mentor.

Details:

- After reviewing detailed profiles, each participant chooses an executive outside of their organization whom they would like to learn from. O&A vets the choices, pairs the mentors and mentees, and facilitates an email introduction.
- From there the mentee is responsible for scheduling the meetings, setting the agenda, and bringing value to their mentor.

Month 3

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

Details: Facilitated by a retired CIO with decades of experience, this 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

Objective: Participants meet with their mentor.

Details:

- The mentee drives the relationship and provides topics of discussion for each conversation.
- The mentor advises on a variety of topics, day-to-day challenges, and how the skills learned in The TechLX workshops are applied in real-life situations.
- The mentee is encouraged to share their assessment results to receive targeted development feedback.

Sub-Cohort Connections

Objective: Participants meet with their sub-cohort to build relationships and work on real-life challenges.

Details:

- The larger cohort is divided into sub-groups of four or five leaders from diverse companies that meet regularly throughout The TechLX.
- These sessions are a valuable opportunity for participants to network with IT leaders nationwide, apply what they are learning in the workshops, learn from peers in diverse industries, and gain insight on practical solutions for mutual challenges.

Month 5

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

Details: This highly-engaging 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.



The TechLX is a 9-month journey for high-potential, mid-level IT leaders (managers and directors)

Month 6

1:1 Mentoring Meetings

Objective: Participants continue to meet with their executive mentor.

Sub-Cohort Connections

Objective: Participants continue to meet with their sub-cohort to build relationships and work on real-life challenges.

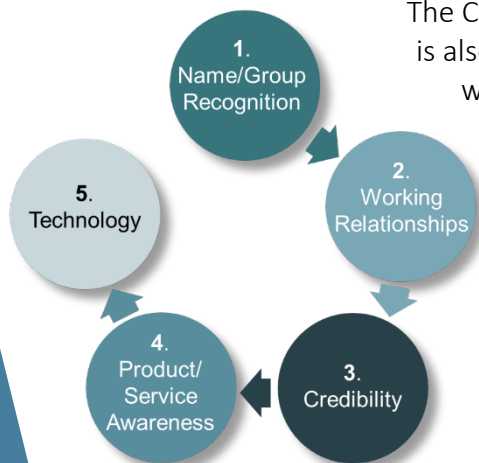
Month 7

The *Marketing a Technology Organization* workshop

(four 3-hour modules)

Details: This workshop enables participants to communicate the value of IT and themselves as an IT leader, to tell a compelling narrative, and to build support by focusing on value provided rather than simply the technical features.

The Capstone, a real-world marketing plan, is also discussed, including what strategies would make the most impact for the IT organization and how participants can utilize this opportunity to elevate their leadership brand.



Month 8

1:1 Mentoring Meetings

Objective: Participants continue to meet with their executive mentor to gain external advice.

Sub-Cohort Connections

Objective: Participants continue to meet with their peers to exchange ideas and discuss challenges.

The TechLX Capstone Project

Objective: In a cumulative application of what they have learned in The TechLX, participants apply their sharpened skills to a real-world challenge. They create a technology-focused marketing plan to implement at their organization with the support of their direct manager and CIO.

Details:

- The capstone's goals include communicating a compelling vision, building a personal leadership brand, creating tangible business value, and building awareness of IT's significance and impact.
- Colleagues from a single company are welcome to collaborate on a group plan or to complete individual plans (depending on the initiatives they have in common).

Month 9

Re-Assessment (IT Skill Builder)

Objective: Participants and their direct managers re-assess in the 15 Core Competencies. They review the re-assessment results together to measure growth against their original assessment, to celebrate progress, and to align on next leadership goals.

Award Nominations

Objective: Participants recommend their peers who stood out as exemplary leaders in the cohort and honor their mentors' dedication and genuine care.

Graduation Celebration

Attendees: All cohort participants, executive mentors, direct managers, and executive sponsors (e.g. CIOs)

Details:

- Each participant briefly presents their highlights and key takeaways from The TechLX.
- A moderated panel of tech executives who share their career stories and leadership insights.
- Certificates are given to all participants who successfully completed The TechLX.

Reach out with any questions to Bethany Dustin, bdustin@ouellette-online.com