

# IT Leadership Coaching

## Elevate Your IT Leaders Higher and Faster Up the Maturity Curve

Develop the confidence, competence, commitment, and consistency to meet the demands of today's economy.

Today's IT leaders need to drive business opportunities by becoming strategic partners and innovative anticipators. O&A's Leadership Coaching will accelerate the growth of your up-and-coming IT leaders by equipping them to:

- Function first and foremost as a business leader
- Leverage and communicate the value of technology as a strategic investment vs. an operational cost
- Develop C-Level and Board-level relationships
- Drive results and impact through collaboration and influence
- Develop a culture of innovation, leadership, and accountability for your team and organization

## Change How Your Leaders Show Up

O&A's Leadership Coaching provides individualized and targeted development for your IT leaders based on their strengths, objectives, and skills gaps. Available in either 9- or 12-month engagements, the process includes a 180-degree leadership assessment that helps inform the focus of one-on-one coaching sessions with their senior executive or CXO coach.

## Leadership Assessment Core Competencies



## IT Leadership Coaching

### A Process That Gets Results

Available in either 9- or 12-month engagements

- **Pre-meeting with sponsor and leadership coach** to gather input and establish goals.
- **Assessment:** Self and manager assessments providing a 180-view of skills and strengths based on 15 core competencies. Used throughout the coaching engagement to guide areas of focus.
- *For groups with five or more participants: A **Talent Heat Map**, based on the assessment data, provides insights into strengths and skill gaps.*
- **One-on-one hour-long coaching sessions** with each participant. (*7 sessions for 9-month engagement; 12 for 12-month engagement*).
- *For 12-month engagements only: **Mid-engagement meeting with sponsor and leadership coach** to share learnings/feedback and refresh goals.*
- **Concluding meeting** with sponsor and leadership coach to review the engagement, share observations and recommendations for continued development.