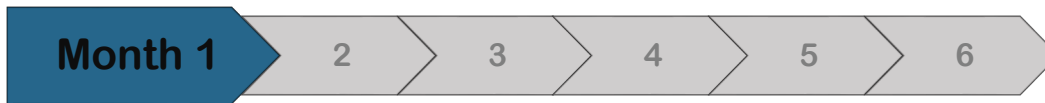


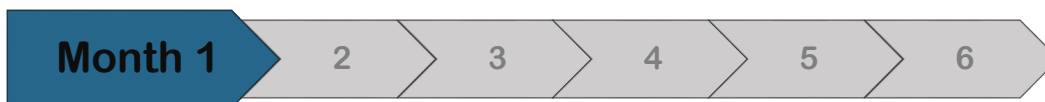
The TechLX in Detail



Event: TechLX Cohort Kick-Off Call

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

- Hosted by the TechLX team
- Overview of the TechLX program and its components:
 - Self-Awareness – IT Skill Builder
 - Leadership Development Workshops
 - Mentoring – matching, relationship, expectations for mentor and mentees
 - Problem Solving sessions – peer sub-groups purpose and expectations
 - Graduation: Sub-group presentations, CIO panel, Awards
- IT Skill Builder (ITSB) Orientation.
- Workshop High Points:
 - *Leading in a Technology Organization*
 - *IT Consulting Skills: Becoming a Trusted Advisor*
 - *Marketing a Technology Organization*
- Participant Expectations:
 - Be prepared and present at each workshop, actively participating in the conversations, problem solving, and collaborating.
 - Attend three Peer Problem-Solving Sessions and three Mentor Meetings.
 - Develop and deliver an Internal TechLX Leadership Briefing to their Executive Sponsor/CIO at the end of the program.
- Q&A

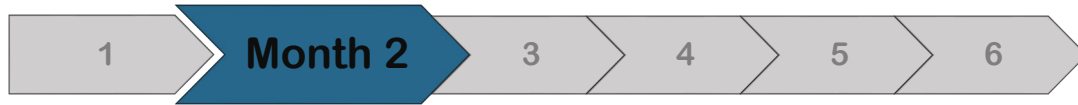


Event: Self-Awareness Assessment - IT Skill Builder

Objective: All TechLX Participants complete their self-assessment before the first workshop.

- ITSB is a cloud-based assessment and leadership development solution that incorporates the latest workforce analytics for a full picture of the individual’s leadership skills, strengths, and areas of opportunity.
- All of the participants and their direct managers are sent an invite to ITSB and a log-in pin after the kick-off call.
- Participants complete their self-assessment and their direct managers assess them as well, both evaluating on four levels in each of the 15 core competencies.

- Participants are encouraged to discuss their results with their manager, identifying areas of growth and next steps to be taken.



Workshop: *Leading in a Technology Organization* (1-day)

Attendees: Participants

- This workshop focuses on some of the most critical skills of effective leadership such as Purpose, Goals and Vision, Inspiring Others, Emotional Intelligence, and Decision Making.
- Participants bring their IT Skill Builder self-assessment reports to this workshop, using them in tandem with the workshop’s teachings to pinpoint specific leadership skills that need to be developed or refined.
- Participants are given examples of using IT Skill Builder’s My Career Journey section to build their personal brand.
- Guest Speaker – a CIO or executive from a local organization (often the host of the workshop) will come and briefly address the cohort on leadership.

Event: Peer Relationship Building & Networking

Attendees: All TechLX Participants, Mentors, and Executive Sponsors/CIOs

- Networking is a skill the best leaders (even the introverted ones) develop and actively utilize.
- A guest speaker (typically a CIO or Executive from a local organization) gives a brief message.
- This is an opportunity for the participants to interact with IT execs, meet peers in different industries, and build the IT community in the city/region.
- Mentors and mentees are able to meet unofficially for the first time and begin to build a relationship.



Event: 1:1 Mentor Meetings

Attendees: Participants and Mentors

Objective: The beginning of the mentor-mentee relationship.

- It is the mentee’s responsibility to initiate the relationship, schedule the meetings, set the agenda for the relationship, and bring value to their mentor.
- The mentor invests a few hours of their time in their mentee, advising them on a variety of topics and how the skills learned in the workshops are applied in real-life situations.

- The mentee is encouraged to share their ITSB self-assessment reports with their mentor as a means of facilitating conversation about leadership development and setting goals for continual improvement.
- The mentor is encouraged to utilize the participant’s ITSB reports to identify areas of growth, give constructive feedback and advice, and prompt the mentee to work on specific skills in ITSB.

Event: Peer Problem-Solving Sessions

Attendees: Participants

Objective: Each sub-group meets to build relationships and work on real-life challenges.

- The cohort is divided into sub-groups that will meet three times during the program.
- In these meetings each participant will disclose a real-life issue or situation that they are facing, and then the sub-group will discuss it and come up with ideas/solutions.
- This is where the participants can actively and practically apply what they are learning in the workshops and from their mentors.
- These sessions are a valuable opportunity to learn from peers in other companies/industries and to gain insight on mutual challenges and possible solutions.



Workshop: *IT Consulting Skills: Becoming a Trusted Advisor* (1.5 days)

Attendees: Participants

- *IT Consulting Skills* helps participants build trust and influencing skills, increases their communication abilities, and aids them to build deeper relationships with their clients, their team, and others within their organization.
- Participants are given specific IT Skill Builder resources on *Consulting Skills* topics and encouraged to choose a particular skill and work on it.
- Guest Speaker



Event: 1:1 Mentor Meetings

Objective: Mentor and mentee meet for the second time.

Event: Peer Problem-Solving Sessions

Objective: Each sub-group meets a second time to build relationships and to work on real-life challenges.

Event: A Meeting of the (Mentor) Minds

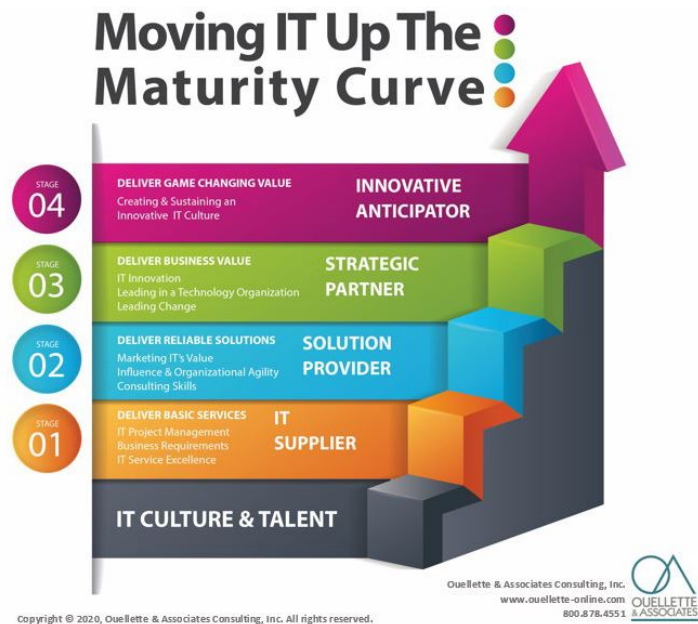
Attendees: Mentors

- O&A hosts a call exclusively for mentors
- This is an opportunity for the TechLX mentors to virtually connect with other likeminded executives in the region and to discuss mentoring and investing in the IT community.
- Mentors are invited to bring mentoring wisdom, success stories, challenges, and their differing perspectives to the table in the spirit of continual learning and improvement.

Event: Executive Sponsor/CIO Briefing on ITSB

Objective: The value and results of TechLX/ITSB are presented.

- The TechLX and ITSB mix: the critical importance of self-awareness and continual learning in today’s digital world.
- Cohort Results: anonymized ITSB reports from the TechLX participants are shared, giving a picture of strengths/weaknesses and common threads in the regional IT labor pool.
- Exclusive Labor Data: get the latest competitive insights on talent and labor demand in the region from our partner Burning Glass.
- Opportunities: upcoming TechLX cohorts, the value of ITSB in-house, and how O&A’s workshops can move your company up the IT Maturity Curve.



Workshop: Marketing a Technology Organization (1.5 days)

Attendees: Participants

- *Marketing a Technology Organization* gives participants a framework for communicating to others the value of a product/service, of the IT organization, and of themselves as an IT leader. Participants learn to build support by focusing on benefits rather than technical features.
- Participants are urged to build out their ITSB My Career Journey profile, also known as the “baseball card”, for personal branding and marketing.
- The participant’s Internal TechLX Leadership Briefing, the presentation of their TechLX learnings to their CIO, is discussed in this workshop:

- How they are going to present (market) themselves and their message?
- Who are their audience?
- How can they utilize this opportunity for personal branding and endorse their leadership abilities (with an eye to promotion)?
- Participants are encouraged to consider their personal branding on social media, particularly LinkedIn, and the value that it has in marketing their talents.
- Guest Speaker



Event: 1:1 Mentor Meetings

Objective: Mentor and mentee meet for the third time.

- Though a minimum of three meetings are required, the mentor and mentee are not limited to three meetings. They may meet as many times as they desire/are able and may decide to continue the relationship after the program's conclusion.

Event: Peer Problem-Solving Sessions

Objective: Each sub-group meets a third and final time to build relationships and to work on real-life challenges.

- During this session, each sub-group prepares their graduation presentation.

Event: Executive Sponsor/CIO Presentation

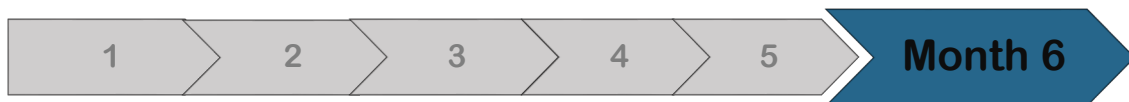
Objective: The participant showcases their TechLX learning/leadership

- Each participant schedules a meeting with their Executive Sponsor/CIO and prepares a ten-minute presentation of what they have learned and how they have benefited from TechLX.
- This presentation is an important component of the TechLX leadership experience and designed to deliver many benefits.
- This is an opportunity for the participant to:
 - Tell their story, share their new learnings and recent successes, while enhancing their internal brand
 - Practice and refine their presentation and communication skills, an important leadership muscle
 - Express their gratitude for the investment that was made into them and their career
- This is an opportunity for their leaders to:
 - Appreciate the benefits that have been realized from the TechLX
 - See the return on their investment
 - Be encouraged to continue investing leadership development for their people

Event: TechLX Award Nominations

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

- Each participant submits two nominations, one for a peer IT leader in the TechLX program and the other for their mentor.
- For the *Leader Amongst Leaders Award*, nominate a peer whom you feel best personifies the leadership qualities covered in this program including:
 - Ability to build trust and rapport
 - Inclusive and collaborative
 - Involved and participating in all aspects of the program
- The *Mentoring Excellence Award* is given to the individual who best exemplifies the ideal image of a mentor. We ask you to describe why you believe your mentor is deserving of this award, 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



Event: Graduation Celebration

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

- Sub-Group Leadership Presentation – each sub-group gives a presentation about the program, how it has benefitted them both as a team and individually, 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 leaders in such a disruptive time in technology.
- TechLX Awards – the awards for *Leader Amongst Leaders*, *Mentoring Excellence*, and *Community Leadership* are bestowed.
- Certificates – every participant who has completed the TechLX milestones is presented with their certificate of graduation.



IT Skill Builder:

- TechLX graduates have an additional six months of access to IT Skill Builder and its library of 5000+ micro-learning resources after the end of the program.

- Graduates are encouraged to complete their self-assessment again, using their first assessment as a benchmark, and seeing what competencies they have progressed in and where there are still areas of growth.
- Graduates can utilize materials covering 400-500 distinct technical skills including UX, Programming, Analytics, and Cybersecurity, to build their talent brand and to grow their digital fluency.

TechLX ConneX:

- The TechLX ConneX is a monthly newsletter that goes out to past and present TechLX stakeholders internationally.
- The newsletter highlights stories from the IT community, the latest trends in technology leadership, and tips and strategies for those continuing their leadership journey.
- TechLX Graduates, tell us your story! We want to hear:
 - Feedback about the any part of the program or TechLX as a whole
 - How the skills you have learned are benefiting you
 - What promotions have happened as a result of being in TechLX
 - What you are doing to build yourself as a leader
 - How you are investing in and giving back to the IT community

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:

- Our mentors are encouraged to continue mentoring after the official end of the cohort, either through continuing the relationship with their mentee or mentoring another individual in the next cohort.
- TechLX mentees, after graduating the program, can actively give back to their IT community through mentoring in one the upcoming Cohorts!
- This both benefits them personally as an emerging IT leader and helps to build a stronger IT community in their region.
- Go to the TechLX website at www.thetechlx.com/ to become a mentor in an upcoming cohort!

Future Cohorts:

- TechLX is continually growing and expanding into new cities! Follow the progress on the TechLX website, www.thetechlx.com/locations/, or on LinkedIn at www.linkedin.com/showcase/the-techlx/.