

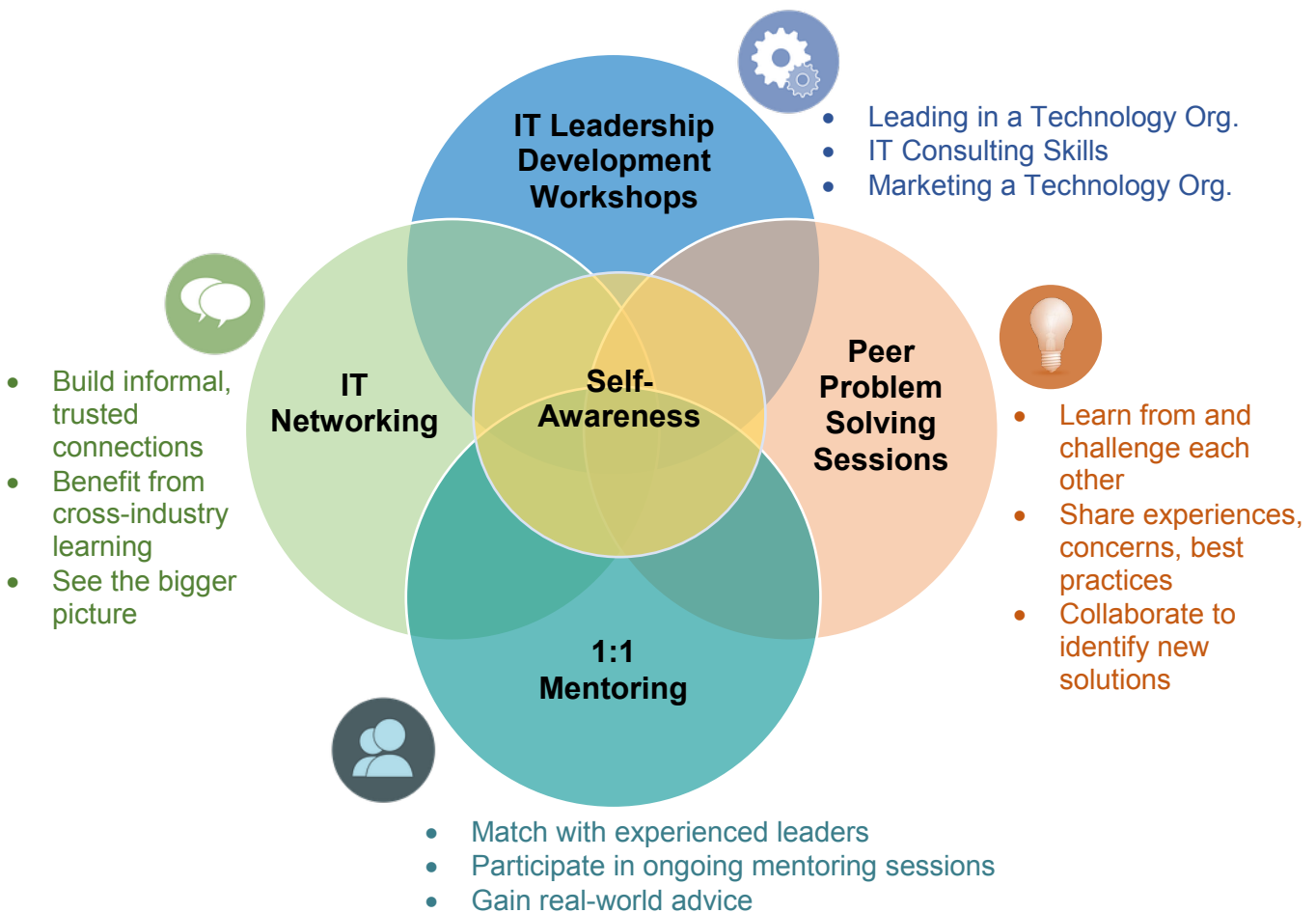


As the IT agenda grows bigger and bolder, there's a new urgency to get today's high-potential and emerging IT leaders prepared to take on tomorrow's C-level roles.

Strengthening their leadership capabilities and business acumen will require new skill development as well as the ongoing advice and support of experienced mentors and trusted peer networks.

The Technology Leadership Experience (TechLX) provides an in-depth, six-month learning journey for a cohort of mid-level IT leaders from regional companies. Through a combination of classroom workshops, networking, and mentoring, the program does more than build the next generation of IT leaders; it creates a powerful IT leadership community.

TechLX will help you build a strong IT talent brand that will enable you to attract more and better talent to your company. It will also build your leadership pipeline and strengthen the skillset of your leaders, so that they are better prepared to lead your organization to success in the digital age.



TechLX Program Goals:

- Provide a targeted learning experience for the high-potential IT leaders within the community.
- Develop stronger leadership skills and business acumen, preparing IT leaders to take on a future role of increased responsibility.
- Build leadership bench strength throughout the area.
- Create a community of IT leaders that will build a stronger brand for IT in your community.

Program Components

Self-Awareness: Participants self-assess in 15 leadership competencies and ask their direct managers to also assess them. This generates a report showing strengths and gaps in their leadership skills, and is connected with a guide with over 5000 resources they can use at their own pace to increase their proficiency in any of these areas. Participants will use the reporting and resources throughout the program, and beyond, with full use for one year. Participants can share the report with their manager and mentor to help them identify and prioritize area of focus.

IT Leadership Development Workshops: Every six weeks or so throughout the program, participants will experience an in-house workshop covering core leadership skills. These highly interactive workshops focus on application of the skills in real-life situations.

Leading in a Technology Organization (1-day) focuses on topics such as Purpose, Goals and Vision, Inspiring Others, Emotional Intelligence and Decision Making, some of the most critical skills of effective leadership.

IT Consulting Skills: Becoming a Trusted Advisor (1.5 days) builds participants' trust and influencing skills, increases their communication skills, and helps them to build deeper relationships with their clients, their team, and others in the organization.

Marketing a Technology Organization (1.5 days), gives participants a framework for communicating to others in the organization the value of a product or service, the IT organization, or themselves as a leader. It changes the participants communicate to help build support and buy-in by focusing on value provided rather than technical features.

Peer Problem Solving Sessions: The cohort of about 30 participants is broken down into smaller sub-groups that will meet at least three times over the course of the program. In these meetings each participant will bring a problem or difficult situation they are facing, and as a group they will discuss and come up with ideas and solutions to solve the problem. This is an opportunity to form deeper relationships that are not so easily built in the larger group.

1:1 Mentoring: Each participant is hand matched with a CIO or senior IT leader outside of their organization, and will meet with their mentor a minimum of three times over the duration of the program. This mentoring relationship proves beneficial to both the mentor and the mentee by providing an opportunity to build their professional network, learn valuable outside perspectives, and receive feedback and advice,.

IT Networking: There will be IT networking sessions, both in person and virtual, to which all program participants, mentors, executive sponsors, and managers are invited. This is an opportunity for emerging IT leaders and all others to build a social network of like-minded IT professionals in your area through these informal networking events.

Program Fees: The fee for this entire program is \$2995 per participant, and that includes all workshops and materials, mentoring, problem solving sessions and networking events. We are sensitive to keeping this great program affordable, allowing organizations to easily take advantage of this valuable opportunity.

How CIOs can be involved: CIOs and other executives can support this program in the following ways:

- ✓ Host a workshop or networking event at your location
- ✓ Nominate mid-level managers in your organization to participate in the program
- ✓ Become a mentor
- ✓ Sponsor a participant from a non-profit in your region

“Being a part of this program has strengthened my commitment to our IT community, especially through the mentoring relationship I have with program participants. I am so impressed with these leaders and their excitement in growing their career. It was been a real energizer and I feel like I’m contributing in a positive way to building our city’s IT leadership pipeline.”

TechLX CIO Mentor

Is your organization represented?

Academy Bank – Alberici – AMC Theaters – AK Steel – Ameren – American Academy of Family Physicians – Arco – Bayer – BCBSKS – BJC – BlueScope Buildings – Boeing – Brinex – Build-a-Bear – Burns & McDonnell – Cass Info Systems – Clayco – Cosmos – Cree – DDI – Dollar Bank – Duquesne Light – Edward Jones – Emerson – Enterprise e-fleet – EQT – ExpressScripts – FedEx – Federated Investors – GlynnDevins – H&R Block – HM Health – KU Medical – KVC Health – Maritz – Mastercard – MBV Banking – McCarthy Builders – Mercy – Microsoft – Mine Safety – MiTek – Murphy – Panera – Peabody Energy – Post – PPG – QC Holdings – RGA – Seaboard Corp. – St. Louis University – St. Louis Zoo – Saint Luke’s –University of KS Health System – Vesuvius – ViJon – Wabtec – Wash U – Westinghouse

More information at: www.ouellette-online.com