

The TechLX in Detail

• Month 1 •

Virtual Kick-Off

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

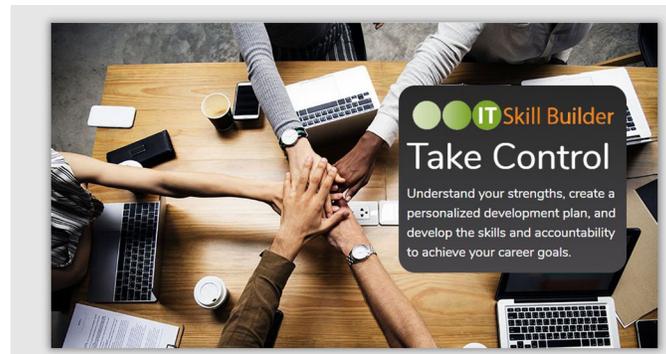
- Overview of the TechLX program and its components:
 - Self-Awareness and Microlearning (IT Skill Builder)
 - Leadership Development Workshops (“vILT” delivery model)
 - *Leading in a Technology Organization*
 - *IT Consulting Skills: Becoming a Trusted Advisor*
 - *Marketing a Technology Organization*
 - 1:1 Mentoring
 - Graduation: sub-cohort presentations, leadership panel, awards
- Participant Expectations:
 - Actively participate in all of the workshops, problem solving and collaborating.
 - Carry out three Mentor Meetings and attend all Leadership Connections.
 - Create and deliver an Internal Leadership Briefing to their Executive Sponsor/CIO prior to graduation.
 - Develop and deliver a Sub-Group Leadership Presentation at graduation.
- Q&A

• Month 2 •

IT Skill Builder Orientation & Sub-Cohort Introductions

Attendees: Participants

- An IT Skill Builder demo including registering and completing the self-assessment, how to interpret and discuss results, the Resource Library, and more.
- An O&A producer hosts the session in Adobe Connect, covering how to navigate and use the platform to successfully engage in the workshops.
- The participants are divided up into their sub-cohorts and complete an introductory interview/networking activity in the breakout rooms.



Self-Awareness Assessment - IT Skill Builder

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



- IT Skill Builder 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 IT Skill Builder and a log-in pin after the IT Skill Builder Orientation.
- Participants complete their self-assessment and their direct managers assess them as well, both evaluating on four behavioral levels in each of the 15 core competencies.

- Participants are to discuss their results with their manager, identifying areas of growth, skills to focus on, and development goals.

IT Skill Builder Micro-learning Resources

Objective: In IT Skill Builder, participants have access 5000+ micro-learning resources to close skill gaps, build their personal talent brand, and grow their digital fluency.

- Participants can leverage materials covering 400-500 distinct technical skills including UX, Analytics, and Cybersecurity, to expand their skill inventory.
- Skills Insight Reports convey the latest labor market data on emerging and in-demand skills so that participants can focus on those particular skills needed for their next role.
- A monthly Leadership Spotlight of IT Skill Builder resources is emailed to the participants on a timely topic.



• Month 3 •

Leading in a Technology Organization (Two 3-hour virtual modules)

Attendees: Participants

- The *Leading in a Technology Organization* workshop focuses on some of the most critical skills of effective leadership including purpose, goals and vision, inspiring others, emotional intelligence, and decision making.

- Participants use their IT Skill Builder self-assessment in tandem with the workshop's teachings to pinpoint specific leadership skills that need to be developed or refined.
- (Optional) Guest Speaker – a senior IT Executive will share their leadership story with the cohort.

1:1 Mentoring Meetings

Attendees: Participants and Mentors

Objective: The beginning of the mentor-mentee relationship.

- After an initial introduction the mentee is responsible for scheduling the meetings, setting the agenda for the relationship, and bringing value to their mentor.
- These meetings may take place in person (if doable) or via any appropriate platform including Zoom, FaceTime, Microsoft Teams, Adobe Connect, etc.
- The mentor can advise on a variety of topics, day-to-day challenges, and how the skills learned in the TechLX are applied in real-life situations.
- The mentee is encouraged to share their IT Skill Builder self-assessment reports to facilitate conversation about leadership development and setting goals for their continual improvement.
- The mentor is encouraged to utilize the mentee's IT Skill Builder reports to identify areas of growth, give constructive feedback, and prompt them to work on specific skills



• Month 4 •

Sub-Cohort Leadership Connections

Attendees: Participants

Objective: Participants meet to build relationships and work on real-life challenges.

- The cohort is divided into sub-groups that meet virtually three times during the program.
- In these meetings each participant shares a real-life issue or situation, and then the group will discuss it and come up with ideas/solutions.
- These sessions are a valuable opportunity for participants to:
 - Network with other IT leaders
 - Actively apply what they are learning in the workshops and from their mentors
 - Learn from peers in diverse companies/industries
 - Gain insight on mutual challenges and practical solutions



• Month 5 •

Leadership Connections – Guest Speaker

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

- A guest speaker (typically a CIO) gives a brief message (20-30 minutes) on a particular topic relevant to the IT leadership needs of the cohort.
- Following the presentation, there is a time (20-30 minutes) for a Q&A (the participants are told beforehand the speaker and topic and come prepared with questions)
- This is an opportunity for the participants to learn about a particular topic not covered in the formal workshops, and gain practical insights into daily IT leadership.

• Month 6 •

IT Consulting Skills – Becoming a Trusted Advisor (Modules 1-4)

Attendees: Participants

- The *IT Consulting Skills* workshop builds participants' trust and influencing skills, increases their communication abilities, and aids them to build deeper relationships with their team and their clients, both internal and external.
- Participants are given IT Skill Builder resources on *Consulting Skills* topics and encouraged to choose a particular skill and work on it.
- (Optional) Guest Speaker



• Month 7 •

1:1 Mentoring Meetings

Objective: Mentor and mentee meet for the second time.

Sub-Cohort Leadership Connections

Attendees: Participants

Objective: Each group meets for a second time to build relationships, share learning, and to work on real-life challenges.

• Month 8 •

Leadership Connections – Guest Speaker

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

- A guest speaker (typically a CIO) gives a brief message (20-30 minutes) on a particular topic relevant to the IT leadership needs of the cohort.
- Following the presentation, there is a time (20-30 minutes) for a Q&A (the participants are told beforehand the speaker and topic and come prepared with questions)
- This is an opportunity for the participants to learn about a particular topic not covered in the formal workshops, and gain practical insights into daily IT leadership.

• Month 9 •

Marketing a Technology Organization (Modules 1 and 2)

Attendees: Participants

- The *Marketing a Technology Organization* workshop gives participants a framework for communicating 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 build out their IT Skill Builder profile, also known as the “baseball card”, for personal branding and marketing.
- The participant’s Internal Leadership Briefing, the presentation of their TechLX learnings to their CIO, is discussed:
 - How will they market themselves and their message?
 - How can they utilize this opportunity to endorse their leadership abilities?
- Participants are encouraged to consider their personal branding on social media, particularly LinkedIn, and the value that it has in marketing their talents.
- (Optional) Guest Speaker



• Month 10 •

1:1 Mentoring 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.

Sub-Cohort Leadership Connections

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

- During and after this session, each sub-group will prepare their Leadership Presentation, a ten-minute presentation of their TechLX story and learnings.

Sponsor Insights on Talent Data and Development

Objective: Showcasing the powerful results of the TechLX/IT Skill Builder duo, along with the O&A and Burning Glass Technologies Workforce Strategy.

- A discussion of the critical importance of self-awareness and continual learning in today's digital world.
- TechLX Cohort Results: anonymized IT Skill Builder reports give a valuable picture of IT strengths/weaknesses, learning patterns, and common threads in IT talent.
- Get the latest competitive insights on talent and labor demand in the region and how you can develop your IT team into a digitally fluent, future-ready workforce.
- Shared opportunities: upcoming TechLX cohorts, bringing IT Skill Builder in-house, and how O&A can move your company up the IT Maturity Curve.



• Month 11 •

IT Skill Builder Re-Assessment

Objective: Participants complete their self-assessment in the 15 Core Competencies again, using their original assessment as a benchmark.

- Participants can see what competencies they have progressed in over the past year and where there are still areas of growth.
- Participants are encouraged to share their re-assessment results with their direct manager and initiate conversations about personal/professional development and how their manager has seen them show up differently in the past year.

Internal Leadership Briefing

Objective: The participant showcases their TechLX learnings, achievements, and leadership to their Executive Sponsor/CIO

- This is an opportunity for the participant to:
 - Tell their story and share their successes while enhancing their internal brand

- Practice and refine their presentation and communication skills, an important leadership muscle
- Express 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
- This TechLX Leadership Briefing may take place in person or via any appropriate platform including Zoom, FaceTime, Microsoft Teams, etc.



TechLX Award Nominations

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



- For the *Leader Amongst Leaders Award*, the cohort participants nominate a peer whom they feel best personifies leadership qualities:
 - Ability to build trust and rapport
 - Inclusive and collaborative
 - Involved in all aspects of the TechLX activities
- For the *Mentoring Excellence Award*, the cohort participants describe why they believe their mentor is deserving, 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

• Month 12 •

Graduation Celebration

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

- Sub-Group Leadership Presentation – each sub-group gives a presentation about TechLX, 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 leadership.
- TechLX Awards – the awards for *Leader Amongst Leaders*, *Mentoring Excellence*, and *Community Leadership* are bestowed.
- Recognition – every participant who has completed the TechLX milestones is presented with a certificate of graduation.



Beyond the TechLX...

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

- TechLX participants, after graduating the program, can actively give back to their IT community through mentoring, either to a colleague in their company or an IT peer from a different company.
- This both benefits them personally as an emerging IT leader and helps to build a stronger IT community in their region.

Future Cohorts

- TechLX is continually growing and expanding into new cities! Follow the progression LinkedIn at www.linkedin.com/showcase/the-techlx/.

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