



*As the business agenda grows bigger and bolder, there's a new urgency to get today's high-potential and emerging technology 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 virtual Technology Leadership Experience (vTechLX)** provides an in-depth learning journey for a cohort of mid-level, high-potential IT leaders nationwide. Through a proven 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.

## Program Deliverables

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



*"I cannot thank you enough for all that you are doing for technology leadership throughout the region. I am grateful to have had the privilege to learn and develop through this program. I cannot overstate the impact that you and your team have had on my career trajectory. Thank you for inspiring and challenging me."*

—St. Louis participant feedback, The TechLX

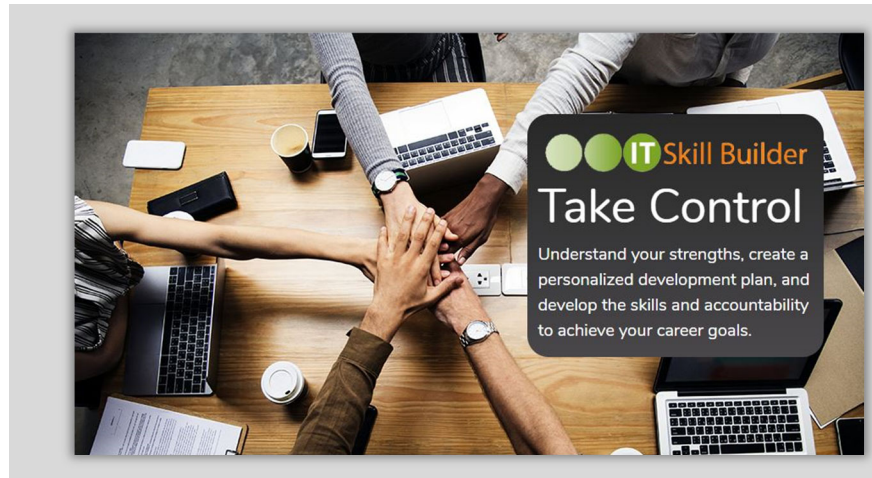
*"Being a part of this program has strengthened my commitment to our IT community, especially through the mentoring relationship I have with program participants. I am so impressed with these leaders and their excitement in growing their career. It was a real energizer and I feel like I'm contributing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

—TechLX CIO Mentor

# Program Components

**Self-Awareness:** IT Skill Builder is an integral component of the vTechLX. A participant begins their leadership journey by evaluating themselves against 15 research-based competencies and having their direct manager evaluate them as well. Then, just before graduating from the vTechLX, the participant will re-assess themselves to discover where they have grown.

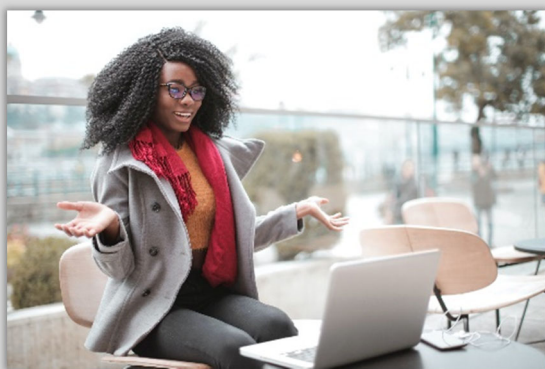
Through IT Skill Builder's Self-Assessment, a participant has a full picture of their skills, strengths, and areas of opportunity. Participants can also share their report with their manager and mentor to facilitate career discussion, receive targeted feedback, and to help identify and prioritize areas of focus.



**IT Leadership Development:** Every eight weeks or so throughout the program, participants attend a workshop covering core skills with a focus on practical application in real-life IT situations. Led by former C-level IT executives, the workshops are highly engaging, rolled out in Adobe Connect for the optimal virtual learning experience, and utilizing role plays and case studies for interactive practice.

**Leading in a Technology Organization** (two 3-hour modules) focuses on some of the most critical skills of effective leadership such as purpose, goals and vision, inspiring others, emotional intelligence, diversity and inclusion, delegation and decision making.

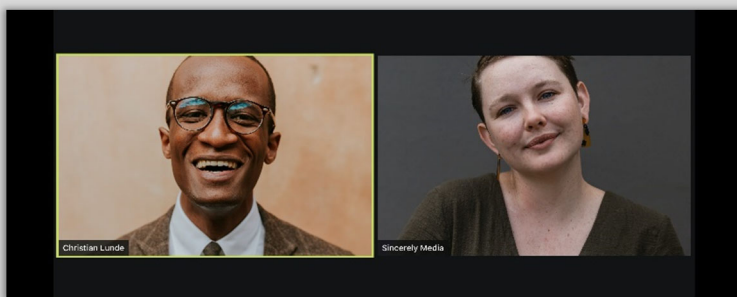
**IT Consulting Skills – Becoming a Trusted Advisor** (four 3-hour modules) builds participants' trust and influencing skills, increases their communication skills, and helps them to build deeper relationships with their internal and external stakeholders.



**Marketing a Technology Organization** (four 3-hour modules) gives participants a framework for communicating to others the value of a product/service, the IT organization, or themselves as an IT leader. It changes how the participants build support and buy-in by focusing on the benefits provided rather than technical features.

**Peer Connections:** Through the vTechLX, participants can grow their network, foster trusted relationships, and develop a personal leadership and talent brand in the IT community. Specifically, the participants benefit from cross-industry learning, shared experiences, and best practices through being broken down into sub-groups.

The cohort of about 20 participants is broken down into smaller sub-groups that will meet at least three times over the program’s duration. In these participant-driven meetings the sub-cohort can discuss best practices, problem-solve their daily challenges, gain unbiased and outside opinions, and share their unique perspectives and experiences. This is an opportunity to collaborate and form deeper relationships that are not so easily built in the larger group.

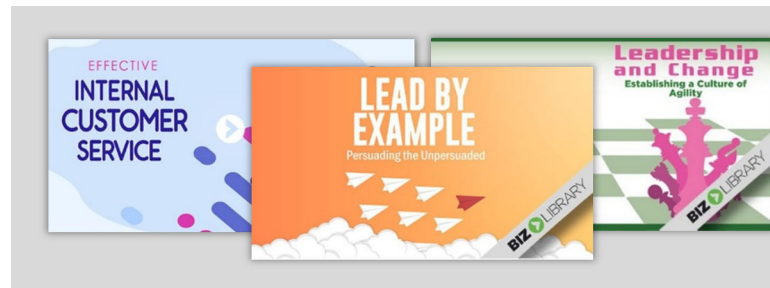


**1:1 Mentoring:** Every participant has the opportunity to choose a CIO or senior IT leader outside of their organization to be mentored by. The mentee is expected to take initiative in scheduling the meetings, driving the relationship and bringing value to their mentor through reverse mentoring.

This mentoring relationship is beneficial to both the mentor and the mentee by providing an opportunity to build their network, learn valuable outside perspectives, and receive feedback and advice.

**Self-Paced Learning:** The very best leaders learn every single day and IT Skill Builder provides over 5000 microlearning resources for on-demand learning in the flow of work. Its Resource Guide is based on the 15 Core Competencies, the skills which are most in demand in the current labor-market, and is linked to a participant’s personal development plan for easy access.

Through year-long use of IT Skill Builder, vTechLX participants can foster curiosity, gain practical and applicable knowledge, and set lifelong learning habits.



**These organizations and many more support the TechLX - Is your organization represented?**

Alberici – AMC Theaters – AK Steel – Ameren – ARCO – Bayer – BJC – BNY Mellon – Boeing – Burns & McDonnell – Cass Info Systems – Centene – ClayCo – Dollar Bank – Duke University – Edward Jones – Emerson – ExpressScripts – FedEx – Federated Investors – H&R Block – Kingdom Capital – Maritz – Masco – Mastercard – McCarthy – Mercy – Microsoft – MiTek – Murphy – Mylan – Nestle Purina – Panera – Peabody Energy – Post Holdings – PPG – RTI – Smithfield – Subaru – Suez – Wabtec