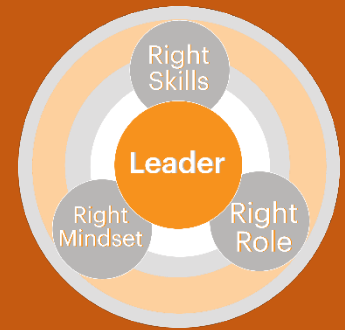


## TECHNICAL PEOPLE LEADER PROGRAMS

Nothing is more exciting for individual contributors than to receive their first leadership position. It can also be a very challenging transition, even more so if the new leader is a technology professional. Excellent technical expertise is often what propels them into the people leader role, but it can also be their downfall. The promise of these programs is in transforming the lone wolf technologist into the leader of the pack.



### Transforming Team Performance®

A six-month program targeting overall team effectiveness and performance which begins with a two-day workshop to identify and recognize the current state. Six 90-minute virtual meeting conference calls are held over a six-month period in addition to a close out session. A team assessment is conducted and reviewed which will elevate the team's performance and perception by leadership, stakeholders, and team members. Every participant has 3 hours of individual access to the coach throughout the life of the program.

### Accelerating Team Leadership®

An engaging six-month program that kicks off with a two-day workshop targeting peer team leaders within the organization. Twelve 60-minute virtual meetings or conference calls are held every two-three weeks over a six-month period. Each leader goes through an individual assessment to understand employee feedback on their effectiveness and how they are perceived. Knowledge and insights gained from the review are used to elevate the perception of the leader's performance to their leadership, stakeholders, and team members. IT leaders have unlimited adhoc phone and email access to the coach in between meetings for helpful discussions, review of documents, etc.

### Architecting the Technical People Leader®

A collaborative six-month program in which a group of individuals with common experience and requirements kick off their work together in a 3-hour virtual workshop identifying and recognizing growth opportunities. Six 90-minute meeting virtual conference calls are held over a six-month period. Individual leadership assessments are administered which draw upon knowledge and insights gained from their review to elevate the perception of the individual performance to leadership, stakeholders, and direct reports. Every leader has 3 hours of individual access to the coach throughout the life of the program.

#### OUTCOMES:

- Performance Improvements
- Enhanced leadership skills
- Increased employee engagement
- Increased Customer satisfaction
- Broadened business knowledge
- Career path accountability



Leadership + Culture + People = **SUCCESS**

#### TARGETED SKILLS

##### INCLUDE:

- Leading People
- Communicating Effectively
- Demonstrating / Developing / Enhancing Business Acumen
- Hiring the Right People
- Getting Work Done Through Others
- Making Complex Decisions
- Demonstrating / Developing / Evidencing Managerial Courage
- Demonstrating Presence

#### ADDITIONAL INFORMATION:

ITeffectivity LLC was founded in 2013 with the mission of bringing order to the ever-changing world of the IT leader. Since then we have advised over 70 leaders as well as conducted over 20 major consulting assignments on behalf of Fortune 100 firms to small non-profits. Interested in learning how we might assist you? Please email [mary.patry@iteffectivity.com](mailto:mary.patry@iteffectivity.com) or call 480.393.0722 to discover the possibilities.