

## TECHNICAL PEOPLE LEADER

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 a leader role, but how are they developing their leadership capabilities? The promise of these programs is in transforming the lone wolf technologist into the leader of the pack.



### PROGRAM OPTIONS

- **Accelerating Team Leadership©**  
An engaging six-month program that kicks off with a two-day team foundation workshop targeting peer team leaders within the organization. Twelve 2-Hr virtual discussions are held twice per month for 6 months with additional 9- and 12-month check-ins targeting key leadership issues.
- **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. Two-hour virtual meetings are held once per month for 6 months with additional 9- and 12-month check-ins.
- **Bonus: Individual Leadership Coaching**  
Every participant has 3 hours of individual coaching throughout the life of the program.

### YOUR COACH



#### Mary Patry

- 40 plus years IT leadership experience
- Executive Coach and Advisor
- ICF Professional Certified Coach
- Former CIO and IT Executive

ITeffectivity, LLC was founded in 2013 with the mission of helping CIO's meet the challenge of leading and delivering business solutions with a focus on effective people and process capabilities. Since then we have advised over 80 leaders as well as conducted over 20 major consulting assignments on behalf of Fortune 100 firms to small non-profits.

*"Mary possesses great listening capabilities and is a trusted advisor, committed to providing unbiased guidance in a safe/confidential environment. She focuses on eliciting information rather than telling you what to do. She personally helped me make improvements regarding enhancing my visibility within the organization and improving my perceptions among leadership which has led to an increase this year in the scope of my responsibilities."* - Sr. Director, IT

### STRUCTURE

- **Kick-off:** Contract and Agreement Signature
- **Who:** IT Middle Managers
- **How:** Highly interactive team or group discussions per program options contracted
- **Where:** Zoom video conference – no travel required
- **Investment:** Fixed price relationship based on team and group needs
- **Registration:** [Let's Talk! Complimentary Discovery Discussion](#) 30 Minute discussion designed to explore needs and options

### TARGETED SKILLS INCLUDE:

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

### OUTCOMES

- Team Performance Improvements
- Enhanced Leadership Skills
- Increased Employee Engagement
- Substantive Collaboration Skills
- Broadened Business Knowledge
- Career Path Accountability