

Transitioning into Leadership for an IT Manager | 3 Days

IT managers require a specific skillset to properly create, oversee, enable, and motivate their teams. From developing an inspiring vision and empowering members to reach it, to meeting deadlines and evaluating results, in this course you will learn the skills and behaviors needed to successfully transition into an IT manager role.

WHO SHOULD ATTEND:

IT Professionals who expect to or who have recently transitioned into a management role.

JOB ROLES:

Personal Development
Leader of Teams/Projects
Leader of Managers/Departments

OBJECTIVES:

- Make a smooth transition into management
- Develop your authentic leadership style
- Engage and empower staff to achieve excellence
- Build high performing, collaborative teams
- Apply delegation best practices
- Attract and retain great staff

COURSE OUTLINE:

Making the Transition into Leadership

Defining Success
Developing Leadership Competencies
Acting as Leader, Liaison, Figurehead, Monitor, Disseminator, and Spokesperson
Allocating Resources
Acting Entrepreneurially
Negotiating and Handling Disturbances

Building Trust, Engagement and Involvement

Applying SCARF
Leading by Example with the 5 Components of Emotional Intelligence
Engaging, Involving, and Motivating Others
The 4 Disciplines of Motivation
Working with Differing Personality Styles
Developing Your Leadership Psychological Toolkit
Discovering and Meeting Stakeholder Expectations

Collaboration and Teams

Creating, Facilitating, and Maintaining Teams
Building a Team through Culture, Human to Human Relationships, Effective Communication, and Setting and Meeting Goals and Objectives
Modern, Autonomous, Self-Organizing, and Cross-Functional Teams

Building People with Challenging Work

Willingness to Delegate
Delegating Successfully

Attracting and Keeping Great People

Managing Performance
Knowing Your Staff
Checking Assumptions
Engaging Your Team
Leading and Coaching for Success
Managing Disruption

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos

- A No-Barriers Mindset featuring Erik Weihenmayer
- Amid Chaos, Learn to Improvise featuring Carol Roth
- Persevere and Achieve the Unexpected featuring Amelia Fawcett
- The Four Ps and the C featuring Harry Halloran, Jr.
- Strategic Flexibility featuring Michael Raynor
- Creative Solutions Require Determination, Not Luck featuring Gaia Grant
- Alchemy - Harnessing the Power of Adversity featuring Erik Weihenmayer
- Executive Intelligence: Managing Yourself featuring Justin Menkes
- Results-Only Work Environments in Practice featuring Dan Glaser
- Tomorrow's Leaders Will Need Conceptual Flexibility featuring Venkatesh Valluri
- Adapting to Changing Market Conditions featuring Terri Kelly
- Adversity and Opportunity featuring Vince Poscente
- Total Persistence: No Matter What the Odds featuring David Taylor
- The Role of Ambition featuring James Champy
- Organizational Growth: Look Beyond your Four Walls featuring Marcy Beitle
- The Five Practices of Exemplary Leadership: Enable Others to Act featuring Jim Kouzes

Book Summaries

- *Talent is Never Enough: Discover the Choices That Will Take You Beyond Your Talent* by John C. Maxwell
- *Be Different Or Be Dead: Your Business Survival Guide* by Roy Osing

Blueprints

- *Embracing Workforce Flexibility During a Recession—What It Means for Your Business* by Dan Robinson, Erik J. Petrik and Leon J. Leach

Leader-Led Activities

- Change Equation Discussion Guide
- Leading Processes Discussion Guide
- Developing People Facilitation Guide
- Flexibility and Leadership Facilitation Guide
- The Need for Perseverance and Flexibility Facilitation Guide
- Action Plan Application Guide

Self-Assessment

- Leading with Perseverance and Flexibility
- Innovation Behaviors

Business Impact

- Business Impact: Developing the Next Generation
- Business Impact: Managing the Stress of Organizational Change

Challenge

- Challenge: Perseverance and Flexibility in Times of Crisis

Tools

- Perseverance Opportunities
- Flexibility Opportunities
- Developing People
- Readiness and Leadership
- Leading Processes
- Change Equation
- Increasing Perseverance and Flexibility

Test

- Leadership Advantage Test Yourself: Perseverance and Flexibility

Core Message

- Leadership Advantage: Perseverance and Flexibility 2.0

Case Study

- The Need for Persistent and Flexible Leadership
- Developing Employees to be Flexible and Persevering
- Situational Leadership
- Shifting Goals
- Leading Change

Key Concept

- Key Concept: What Does Perseverance and Flexibility Mean to Leaders?
- Key Concept: The Underpinnings of Perseverance
- Key Concept: The Underpinnings of Flexibility
- Key Concept: Developing People to be Flexible and Persevering
- Key Concept: Multigenerational Flexibility
- Key Concept: Flexing Your Leadership Style
- Key Concept: Leading Processes
- Key Concept: Developing Flexible Goals
- Key Concept: The Change Equation
- Key Concept: Innovation Requires Perseverance and Flexibility
- Key Concept: Decision Making
- Key Concept: Increasing Your Ability to Persevere
- Key Concept: Developing Flexibility

e-Books

- From Techie to Boss: Transitioning to Leadership
- Becoming a Successful Manager: Powerful Tools for Making a Smooth Transition to Managing a Team; Second Edition
- From Bud to Boss: Secrets to a Successful Transition to Remarkable Leadership

Videos/Courses

- Adapting Your Leadership Approach
- Ghandi's Lesson
- Authentic Leadership: Keeping It Real
- Emotional Intelligence

Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.