

# Pathways: Individual Coaching: Senior IT Leader

IDC's *Pathways: Individual Coaching: Senior IT Leader* is offered to senior IT leaders in CIO, CTO, CDO, and SVP/VP roles. This engagement creates self-awareness, helps drive transformational personal change, and provides critical leadership development support. A hand-selected coach/mentor will serve as a trusted advisor, committed to providing unbiased guidance in a safe and confidential environment to attain goals and integrate practical leadership style changes.

## PROGRAM BENEFITS

- Year-long program with a tailored development plan to broaden competencies and improve readiness for strategic leadership opportunities
- Leadership assessment tools to identify strengths and opportunities for improvement
- Coaches/mentors from the world-class bench of technology executives who provide industry-relevant insights and perspective
- Seven hours of private executive advisory coaching with a dedicated coach/mentor to address specific areas of focus
- Refining and growing personal leadership ability
- Developing new and refined approaches to address top leadership challenges
- "The First 90 Days" advisory to successfully transition and shorten ramp time into a new role
- Guidance on building high-performing teams to optimize talent pipeline and succession planning
- Optional board preparation focus to build competencies to launch an independent boardroom career or bolster a senior IT leader's ability to effectively work with their firm's board of directors (available for senior executive leaders only)

## LEADERSHIP PROFILE – SENIOR IT LEADER

- Expertise in strategy and shareholder value
- Holds stakeholder relationships as a corporate peer
- Focuses on business innovation and corporate transformation
- Strives to be an industry and global business leader

## OUTCOMES

- Strengthen leadership ability, self-awareness, and emotional intelligence
- Combat executive isolation and expand strategic partnerships with line-of-business peers
- Leverage strengths in times of transformation
- Navigate significant change in responsibilities and shorten ramp time into a new role — the First 90 Days
- Refine communication and influencing ability
- Improve decision-making skills for optimized business processes and planning
- Lead through uncertainty: Navigate leadership challenges with enhanced strategic effectiveness
- Improve talent pipeline development and succession planning
- Enhance ability to collaborate with C-suite, business partners, and corporate board
- Prepare for external board positions (available for senior executive leaders only)

## PRODUCT OFFERING

The *Pathways: Individual Coaching: Senior IT Leader* program provides the insight and guidance needed to meet current leadership challenges and take your organization to the next level.

Offerings include:

- Year-long program with tailored development plan
- Seven hours of private executive advisory coaching
- Hand-selected coach/mentor, aligned with targeted objectives
- Introductory call with coach/mentor to set objectives
- Personal assessment, tools, and resources to support development
- Optional board preparation focus (available for senior leaders only)
- Access to two Power Hour webinars on leadership development topics
- Practicing new behaviors and receiving coach feedback to reinforce successful strategies
- Dedicated engagement specialist