

Technical Leadership Mastery

Raising the bar to meet today's challenges

Whilst the challenges facing leaders in technical industries are in many ways unique to their sector and organisation, they also share many common elements across all businesses. Technical Leaders have usually risen through the ranks of their discipline, and as such often struggle to delegate the technical aspects of their role to focus on the more value-adding aspects of their leadership positions – whether managing or leading task, process or people.

Technical Leadership Mastery is run as a bespoke Leadership Development programme for leaders in technical industries, shaped to address the challenges they face in their own sector, their own company and their own roles. The programme is shaped to the client's specific needs following a set of proven principles, and enables Technical Leaders to develop their awareness, skills and behaviours to be more effective as individual leaders and as part of a Technical Leadership network within their organisation.

Who's it for?

The programme is designed for senior level Team Leaders in technical-based industries, leading technical teams of often senior, experienced professionals. Often professional technical staff will put off moving to leadership positions until well in to their career as they develop their technical career path, and then find the transition to a leadership role to be a particularly challenging, and often unsupported, step.

Features

- A modular programme requiring Team Leaders to work on their own leadership challenges between modules with virtual peer and coaching support

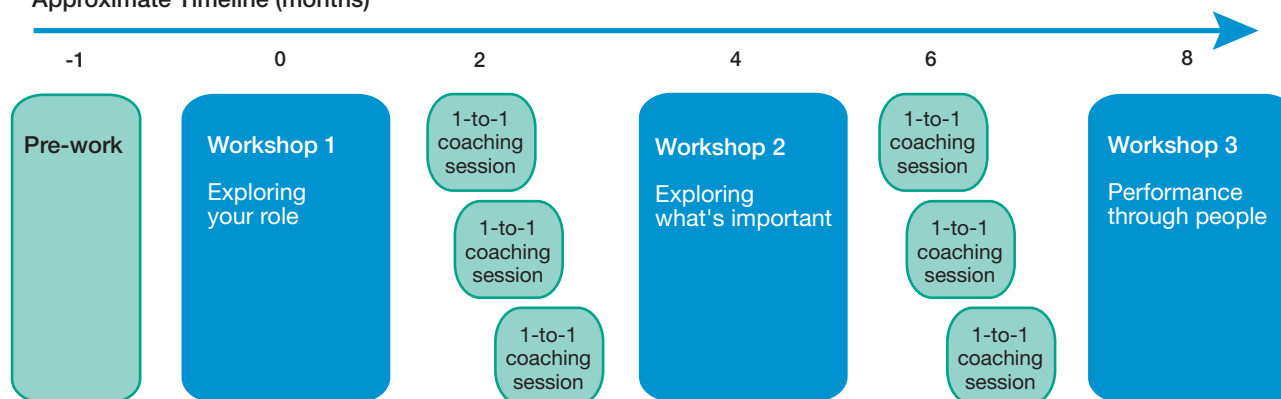
- Designed to address the specific challenges of the industry, company and technical discipline of the Team Leaders, enabling them to work together with peers and build sustainable self-supporting relationships.
- Each programme is tailored to the client's needs and facilitated by external leadership consultants in conjunction with client expertise
- Addresses leadership challenges specific to the client organisation – what is required to manage and lead in the specific function.
- Integrates self-awareness and leadership behaviours specific to the role through a balanced mix of instruction, discussion, reflection, peer and facilitator feedback, psychometric testing, exercises and case-studies.
- The programme is typically championed by senior functional leadership within the client organisation

Benefits

- Develops leadership behaviours and actions in technical team leaders
- Directly addresses the management and leadership challenges of functional leaders in client organisation
- Enables organisational change within a function and across functions when delivered to more than one function

Programme Schematic & Typical Timing

Approximate Timeline (months)



Benefits (continued)

- Provides a platform for top-level functional leaders to engage with their team leaders and address challenges specific to the function
- Builds a cadre of technical leadership peers within the client organisation able to work together to tackle real issues within the client organisation
- Develops peer-coaching and support relationship between technical leaders
- Develops functional networks and identity while encouraging cross-discipline integration
- Provides an opportunity for technical leaders to critically examine their interactions with peers in other disciplines, and minimise functional “silos” within the organisation

Programme tailoring & development

Each programme is tailored to the client’s needs through a collaborative process between functional sponsors, client HR or Leadership Development specialists and Sustain Change consultants. This typically involved interviews with stake-holders to identify any specific traits of the functional leaders and their specific leadership challenges. Detailed design work would then take place to blend the specific needs of the client with the proven programme principles to create a fit-for purpose, bespoke leadership development intervention.