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 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.

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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-Assesment
- 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.

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