

Leadership for IT Professionals

Course Summary

Description

Good leadership is critical to individual and organizational success in today's challenging global IT environment. Leaders are needed at every level of an organization and in every discipline – IT is no exception. Leadership is essential to ensuring that project goals and objectives are set and achieved, and to ensure that a project team remains committed and focused to achieving its deliverables.

This course focuses on developing core leadership skills and behaviours and emphasizes that managers can become leaders if they choose to do so. Throughout the course participants explore and discuss essential leadership concepts and behaviours, and create a plan of how to apply these behaviours in their specific context by developing their own personal leadership development plan. Participants are then encouraged to share their leadership development plan with their manager and to take additional steps to develop themselves as a leader. Upon completion of the course participants can optionally (at additional charge) be introduced to a professional coach with leadership development expertise to continue working on their personal leadership development plan.

Objectives

At the end of this course, students will be able to:

- Know the relationship between leadership and change management,
- Be able to define and describe essential leadership skills and behaviours including,
- How and when to give feedback,
- How and when to involve the team in problem-solving, decision-making and other events that concern the team and team effectiveness,
- Know which leadership style is most effective in various situations and how to shift appropriately to be an effective leader,
- Know the role effective communication plays for a leader,
- Know the importance of the relationship of the leader to the group and how to demonstrate leadership to their group/team/project team etc.
- Know the importance of the relationship of the leader to the individual and how to demonstrate leadership at the one-to-one level with team members,
- Have created a personal leadership development plan.

Topics

- Principles of leadership – what is leadership and what are the essential leadership skills and behaviours a leader must know and demonstrate.
- Understanding my Preferred Leadership Style – participants gain essential insight into their individual leadership behaviours and preferences, together with a solid understanding of the needs of their team and individuals on the team using the DiSC quadrant behavioural model. The DiSC debrief provides
 - an overview of all 4 DiSC quadrant behavioural styles and related subtypes – including a general description of goals objectives, fears and motivators related to leadership,
 - detailed insight into your own preferred DiSC leadership style and related behaviour preferences,
 - insight into behavioural priorities and desired outcomes of working with others – key drivers of influencing others,
 - insight into what motivates you as a leader, and what causes you stress,

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Course Summary (cont'd)

- understanding how your individual leadership style reacts to, and interacts with, other styles and when to shift your preferred style to be a more effective leader,
- strategies to increase your leadership effectiveness with other styles,
- insight into how to approach building more effective interpersonal relationships as a leader,
- detailed understanding of leading other DiSC styles within the context of goals, actions under pressure, and fears,
- how to identify others' DiSC style.
- Meeting individual and group needs –the importance of a leader's relationship to the individual and the group – which takes precedence over the other and how to balance the needs of the group with the needs of individual group members.
- Maintaining the team and how to meet the needs of the group to be perceived as an effective leader.
- Stages of team development and related requirements of the leader.
- Creation of an individual personalized leadership development plan.

Audience

This course is designed for any IT professional preparing for advancement into a leadership role.

Prerequisites

Before taking this course, students should have a basic understanding of teams and team dynamics.

Duration

Two days