# Transforming Tech Professionals into Business Leaders

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# AGENDA

1. **Why do tech professionals need leadership & power skills?**

2. **What leadership & power skills do tech professionals need?**

3. **How do we build tech professionals' leadership & power skills?**

# My Career Journey

# The Future of Jobs & Skills

## TOP 10 ROLES

1. Data analysts and scientists
2. AI and machine learning specialists
3. Big data specialists
4. Digital marketing and strategy specialists
5. Process automation professionals
6. Business development
7. Digital transformation managers
8. Information security analysts
9. Software and app developers
10. Internet of Things (IoT) specialists

## TOP 10 SKILLS

1. Analytical Thinking & Innovation
2. Active learning & learning strategies
3. Complex problem solving
4. Critical thinking and analysis
5. Creativity, originality and initiative
6. Leadership and social initiative
7. Technology use, monitoring and control
8. Technology design and programming
9. Resilience, stress tolerance and flexibility
10. Reasoning, problem-solving and ideation

WORLD ECONOMIC FORUM

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# Factors Influencing Tech Learners

**Under Pressure to Deliver**

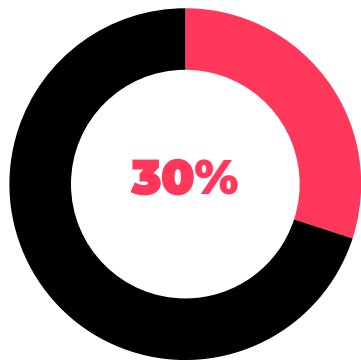**Rapid Pace of Technology Change**

**Functional Skills are Highly Valued**

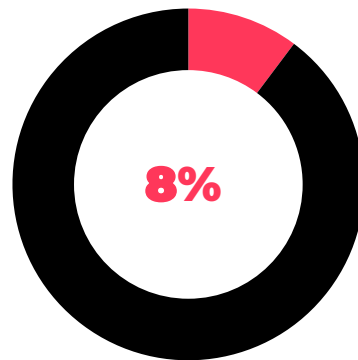**Leadership & Power Skills Get Deprioritized**

# LEADERSHIP & POWER SKILLS MATTER AT EVERY STAGE OF A TECH LEADER'S CAREER

Business
Leader
*Developing
Strategy*

Team Manager
*Leading People*

Individual
Contributor
*Working Cross
Functionally*

# Leaders can make or break an organization

**30%** Talent Turnover
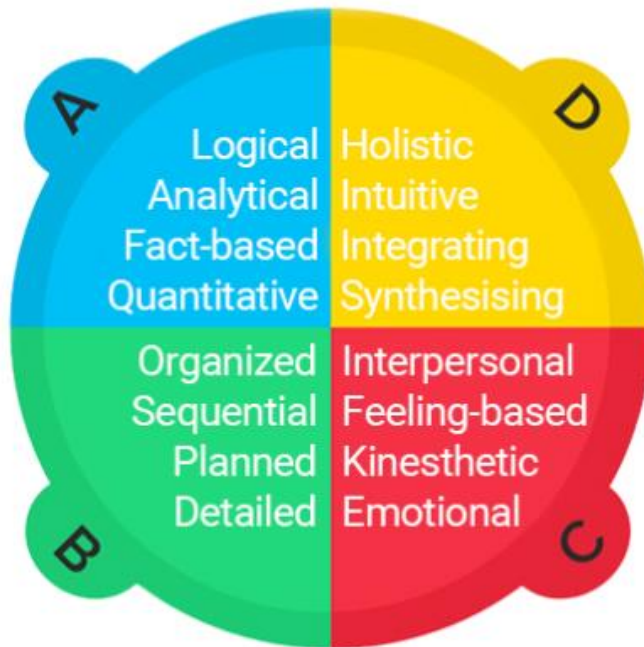
**8%** Annual Revenue Loss

- Better leadership can generate a 3-4% improvement in customer satisfaction
- Better leadership practices could eliminate 5-10% productivity drag

# Effective Leaders are Whole Brain Thinkers

## Whole Brain Thinking®

**LEFT- ANALYTICAL & EXECUTION SKILLS**

A
- Logical
- Analytical
- Fact-based
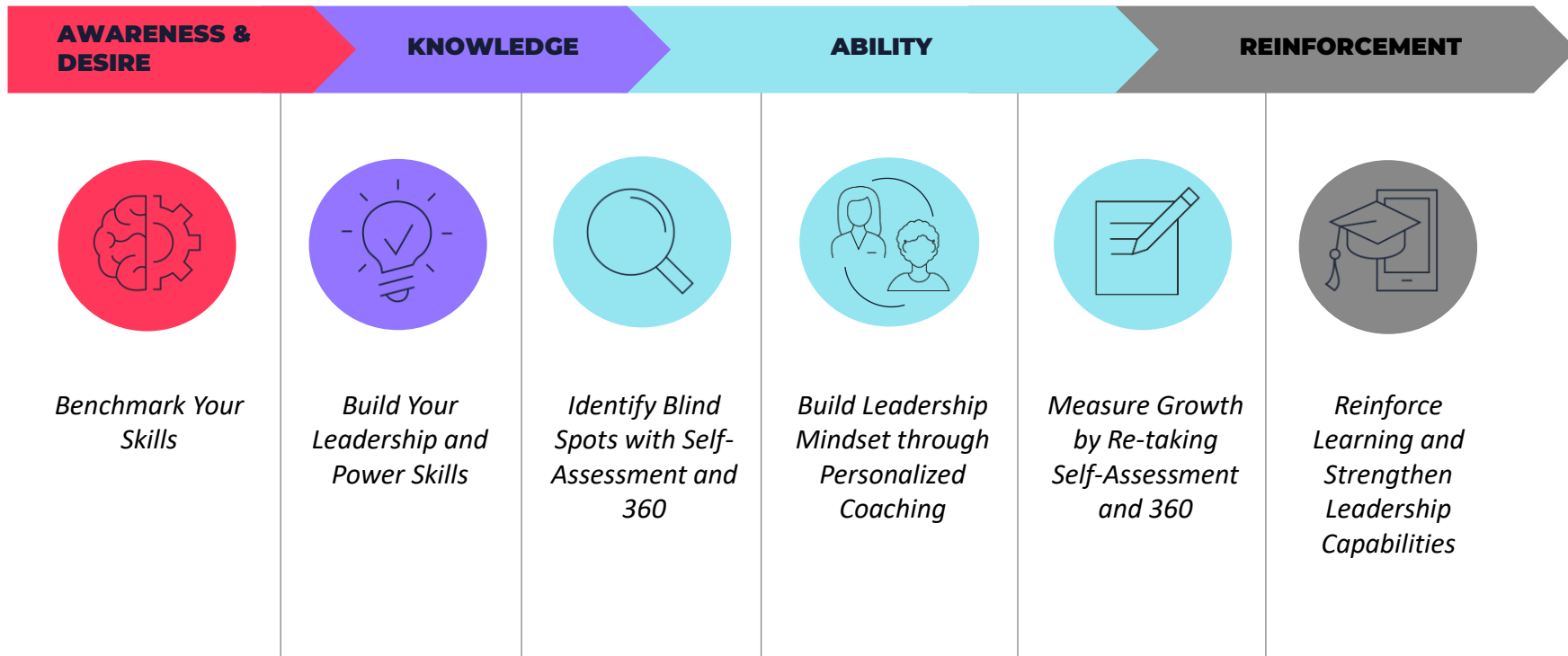- Quantitative

B
- Organized
- Sequential
- Planned
- Detailed

D
- Holistic
- Intuitive
- Integrating
- Synthesising

C
- Interpersonal
- Feeling-based
- Kinesthetic
- Emotional

**RIGHT – LEADERSHIP & INTERPERSONAL  SKILLS**

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# THE STATE OF LEADERSHIP DEVELOPMENT TRAINING

| PROGRAM | | CHALLENGES |
|---|---|---|
| Custom training programs | ·········▶ | One-time event-based program |
| Tuition reimbursement programs | ·········▶ | Difficult to create a consistent experience for learners |
| On-demand content library | ·········▶ | Relies on leaders to drive and map the learning experience |

# What do learners need from a leadership development program to be successful?

# THE TRANSFORMATIVE LEADERSHIP MODEL

*Combine knowledge + application to drive positive behavioral change*

| AWARENESS & DESIRE | KNOWLEDGE | ABILITY | | REINFORCEMENT |
|---|---|---|---|---|
| Benchmark Your Skills | Build Your Leadership and Power Skills | Identify Blind Spots with Self-Assessment and 360 | Build Leadership Mindset through Personalized Coaching | Measure Growth by Re-taking Self-Assessment and 360 | Reinforce Learning and Strengthen Leadership Capabilities |

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# THANK YOU