

## Transitioning into Leadership for an IT Manager

### Overview

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From developing an inspiring vision and empowering members to reach it. To meeting deadlines and evaluating results. This course you will teach students the skills and behaviors needed to successfully transition into an IT manager role.

### Target Audience

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IT Professionals who expect to or who have recently transitioned into a management role.

### Course Objectives

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After completing this course, students will be able to:

- 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

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#### 1 - 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

## 2 - Building Trust, Engagement and Involvement

Applying SCARF

Leading by Example with the 5 Components of Emotional Intelligence – Self-Awareness, Self-Regulation, Motivation, Empathy, and Social Skill

Engaging, Involving, and Motivating Others

The 4 Disciplines of Motivation – Behavioral, Cognitive, Psychodynamic, and Humanistic

Working with Differing Personality Styles

Developing Your Leadership Psychological Toolkit

Discovering and Meeting Stakeholder Expectations

## 3 - Collaboration & Teams

Creating, Facilitating, and Maintaining Teams

Building a Team through Culture, Human to Human Relationships, Effective Communication, and Setting and Meeting Goals & Objectives

Modern, Autonomous, Self-Organizing, and Cross-Functional Teams

## 4 - Building People with Challenging Work

Willingness to Delegate

Delegating Successfully - Preparing and Researching, Clarifying the Intent of the Task, Planning Your Delegation, Delegating Responsibility and Empowering

Your Staff to Take Action, and Providing Ongoing Support and Oversight

## 5 - Attracting and Keeping Great People

Managing Performance

Knowing Your Staff

Checking Assumptions

Engaging Your Team

Leading and Coaching for Success

Managing Disruption

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