BLESSINGWHITE
A Division of GP Strategies

Leading Technical People+

Drive the engagement and innovation of technical experts

Meeting Today's New, Bold Challenges

In every industry, things are moving fast. New technology, new market dynamics, new client demands, new legislation: all require up-to-the minute expertise to tackle the biggest challenges your organization faces. Your success depends upon the commitment, creativity, and innovation of technical experts across the enterprise. These smart and independently-minded employees create great value, but can also be some of the hardest to lead

LEADING TECHNICAL PEOPLE FOR SUCCESS

Leaders of expert people and technical teams must be equipped with specific skills to forge engagement while unleashing innovation. For more than 20 years BlessingWhite has conducted research which shows that such leaders of technical people:

- Have distinct workplace needs and leadership challenges
- Increasingly have to lead through influence and inspiration rather than authority
- Have blind spots when it comes to seeing what their teams need and where their leadership falls short
- Have specific learning preferences (i.e., multiple, shorter sessions, and access to on-demand resources)..

UNLEASHING YOUR STRATEGIC ADVANTAGE

Leading Technical People+ is based on BlessingWhite's proven success with hundreds of leading companies, training thousands of technical people. It is exclusively designed to equip managers with skills and strategies for engaging and unleashing the knowledge, expertise, independence, and confidence of today's specialized knowledge workers: programmers, engineers, scientists, financial analysts and more.

A NEW CONTINUOUS LEARNING APPROACH

Continuous learning is the foundation of Leading Technical People+. It uses highly effective instructor-led (classroom and virtual) training, delivered in "learning bursts" as well as a variety of media (including mobile technology, video, and even social media). Leading Technical People+ increases the number of learning touch-points and extends them over time, place, and situation. Learning is retained, and skills are practiced using real-world situations.

BUSINESS OUTCOMES

- Accelerated time-to-market for new product concepts
- Reduced friction and increased productivity
- More rapid adoption and implementation of new technology, techniques, and processes
- Retention of high-value technical talent
- Smoother, faster transitions for people promoted to leadership roles
- Leaders who can handle increased span of control
- A culture where technical experts thrive and a reputation that attracts the best in the business.

KEY FEATURES

- Research-based content and real-world practice scenarios for maximum relevance and impact
- Modular program design for easy customization and flexible implementation
- Continuous learning approach with multiple touch points to increase engagement and knowledge retention
- Assessment process for quantifiable improvements.

LEADING TECHNICAL PEOPLE+ — PROGRAM OPTIONS TO CHOOSE FROM

Leading Technical People+ is a leadership development solution based on a continuous learning approach. The modular program is easily customized to fit your needs.

OPTIMIZING YOUR PROGRAM

Leading Technical People+ is a highly flexible and customizable program, with more options to address your specific needs, challenges, and budget. Through our consultative design process we will work with you to determine the best options and tailor your program accordingly.

Core Module — Foundations of Leadership	
Understanding Engagement	Understand what drives employees and how to move business objectives forward
Needs of Technical People	Research-based insights on technical people and what makes leading them unique
Building Trust	How to create, repair, and maintain trust levels with team members and throughout the organization
Communication Skills	How to ask strategic questions and listen actively to meet goals and build strong relationships
Communication Strategy	A structured communication framework to plan for critical conversations
Content Modules	
Setting Goals	Increase contribution by setting and supporting SMART goals
Delegating Responsibility	Increase contribution and satisfaction without micromanaging
Giving Feedback	Leverage high-performance and correct performance issues with clear, meaningful feedback
Inspiring Innovation	Unleash creativity and organizational potential through everyday innovations
Managing Change	Maintain engagement during times of change
Influencing Others	Create buy-in and advance ideas by building strong relationships and influencing strategically
Handling Resistance	Push initiatives forward and maintain relationships by handling resistance effectively
Leading Teams	Set up technical people for success by leveraging the fundamentals of high-performing teams
Working Virtually	Communicate effectively across a range of communication media to a diverse, global audience

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