

Transitioning into Leadership for an IT Manager

Course Overview

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This is a 3-day class

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. [Download the Course Outline and Information on Post-Class Content](/Portals/0/Documents/CLD%20Outlines%20and%20Post%20Class/Transitioning%20into%20Leadership%20for%20an%20IT%20Manager.pdf).

Who Should Attend

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

Course Objectives

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

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

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3 Attracting and Keeping Great People

- Managing Performance
- Knowing Your Staff
- Checking Assumptions
- Engaging Your Team
- Leading and Coaching for Success
- Managing Disruption

4 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

5 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