

CIO Development Coaching Factsheet

We want to help to develop the next generation of IT leaders. For many years now CIO Development has worked very successfully with several hundred senior corporate IT executives on their personal and professional development needs. Because of the broad similarity of their requirements, and the relative absence of technology skills in this requirement, we have come to characterise this as a *journey from IT executive to business leader*. This journey is recognisable and resonates with the hundreds of IT executives who have worked with us.

There is more than one route that an individual IT executive can take to the goal of effective business leader, but all of them have to cover the core ground of *professional growth* leading to increased confidence and impact in dealing with fellow business leaders, and *personal growth* leading to greater presence and more powerful leadership capability.

We have found that corporate IT executives will usually respond better to the opportunity for personal growth if it is grounded by their opportunity for professional growth. In other words they will accept the behavioural work more readily when they can see the context and link to their business and career outcomes – and work with people who understand them well.

The best executive coaching has dramatic effects on the performance of individuals and organisational success. All our IT Executive coaching and mentoring solutions are delivered in a method and a style that works best for the client. We match the individual with the most suitable coaching for them based upon the outcomes that they wish to achieve. The most popular reasons why CIO Development coaches are engaged by companies both large and small are to help their IT managers and leaders to:

- Take their careers to the next level
- Create a more consultative culture
- Communicate with authority and confidence to people at all levels
- Become more outstanding and inspirational leaders
- Improve their business skills to think and act like a leader
- Motivate their teams and improve performance
- Improve their political savvy & networking
- Become more pro-active and drive their own development.

To achieve the varied goals, we offer a range of approaches:

Career diagnostics & coaching

This is for when the individual wants to immediately take their career to the next level, or to create new options for the future. Working with an experienced IT industry-focused coach we can help identify and agree specific career objectives and projects that will deliver improved executive career prospects. Coachees are assessed as to where they are on the journey towards business leadership and encouraged to present themselves powerfully for future promotion opportunities.

We have a range of powerful performance and career management tools that have been tuned to give IT executives new personal insights and options. These profiling tools are a mix of industry standards and others that have been developed out of our own work and proprietary IT executive research programmes. We are able to combine these diagnostics with coaching to create powerful programmes that deliver breakthroughs in personal careers and performance.

Development coaching

Often delivered in conjunction with career coaching, when the individual wants to deal with issues that are impacting their performance or those in their team. The focus is developmental and non-directive, often delivered face to face or sometimes by telephone. Sessions are normally monthly for approximately 2 hours. Individuals are challenged to develop in ways that can transform their results both in and out of work situations. Typically, clients are also given book recommendations and selected readings as part of their development journey.

Professional development coaching is focused on unlocking how to capitalise on strengths, and address development areas. It is frequently experienced as transformational and highly valuable for potential future leaders.

Mentoring

For IT executives new in post or facing a promotion. Our mentoring is for those exciting times in a career when an IT executive has stepped up and is feeling exposed or under-prepared, pairing individuals with a CIO more advanced in the journey towards business leadership. Mentoring tends to be of longer duration, and less intense, than personal development coaching.

Inter-generational mentoring is also available for when organisations need to change a culture, create a breakthrough or give a more radical lead to parts of the business.

Client feedback

“...my coach was more challenging than I had expected – he quickly focused attention on approaches and barriers to my thinking; this was key to my developing a deep understanding of myself. The coaching was always non-threatening, very open and inspiring total trust...”

Kevin Holian, NBC Universal

“...I was amazed by the aspirations, accomplishments and regrets it revealed. It will help any IT executive understand the subconscious currents that bear on his/her career, and how to take advantage of them...”

Gordon Watt, T-Mobile

“... it is valuable to see yourself as others see you; and scary! The CIO role profiling has made a big contribution to my development and performance; based on my better understanding of myself and the demands of the job.”

Jim Mann, TUI

“...the biggest benefits I achieved were: increased confidence, raising the bar in terms of personal achievement, and improved relationship management. In retrospect I can't see any way in which the coaching could have been improved...”

Chris Clements, RM Group

Costs

Coaching is normally offered on a monthly retained basis. Contact us for a specific discussion about costs or to tailor a solution to your situation and budget.

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