

LEADING TECHNICAL PROFESSIONALS™

A BlessingWhite Fact Sheet

UNIQUE CHALLENGES

Leadership is not easy. Most managers feel the squeeze of being on the front line. They must execute ambitious business strategies with fewer resources, connect with customers, and keep their teams motivated and productive — while simultaneously extinguishing the “fires” that crop up each day.

BlessingWhite’s recent study of nearly 900 leaders of technical professionals indicates that the challenges faced by individuals leading *technical professionals* are even more complex.

MISSION CRITICAL PROJECTS

More than ever, the expert team members whom they lead — such as programmers, engineers, scientists, and financial analysts — are relied on to innovate, keep every part of the business running and rapidly transform new ideas into faster, better, cheaper, smaller, or easier products and processes.

COMPETING PRIORITIES

As experts themselves, leaders of technical professionals often maintain project responsibilities. They need to guide the daily work and development of their team members, complete their own assignments, and stay up-to-date with industry advances.

UNIQUE TEAM MEMBERS

Our two decades of research and experience confirm that technical professionals bring unique capabilities, values, and expectations to the workplace. Leading these smart, highly skilled team members requires adept leadership

maneuvers. This is no small feat for managers who are often promoted because of their exceptional technical, not people, skills.

A UNIQUE PROCESS

Leading Technical Professionals™ equips managers with skills and strategies for making the most of the expertise, independence and confidence of today’s specialized knowledge workers.

KEY FEATURES

A foundation of research:

Our research on the unique characteristics of technical professionals suffuses the workshop content to give leaders the edge they need for effectively leading their teams. Our findings on leadership challenges set an extremely relevant context for workshop participants, shape workshop activities and ensure confidence and buy-in for applying concepts on the job.

Online prework assessments:

All participants receive non-anonymous feedback on their leadership effectiveness through a simple online tool. During the workshop, participants work with a confidential feedback report that blends their self-assessment with the perspectives of two team members. Participants refer to this report throughout the workshop to target their learning and follow-up actions.

Essential leadership skills:

Participants learn and practice six pragmatic skills that provide a foundation for effective leadership.

One consistent yet flexible strategy:

Participants learn and apply one easy-to-remember strategy to six real-world leadership situations.

A leadership action plan:

This take-away contains participants’ personal insights and commitments plus ideas for being more effective back on the job.

Engaging activities and peer coaching:

Participants complete varied, highly interactive activities, with multiple opportunities to coach and be coached by their colleagues.

Flexible workshop design:

To accommodate the time and training needs of all organizations, modular implementation options are provided for the core workshop content.

Optional advanced applications:

Clients can conduct up to a day of additional activities focused on the dynamics of leading multicultural teams, project teams, and virtual teams. General follow-up activities are included to sustain momentum and support skill use.

Online leadership resource center:

This post-workshop site facilitates easy, ongoing application of concepts and skills.

“Technical professionals
are experts —
IT professionals,
engineers, scientists,
analysts... They need
expert leadership.”

BLESSINGWHITE
Reinventing leadership and the meaning of work™

ORGANIZATIONS USE *Leading Technical Professionals* TO:

- Equip managers with the special skills needed to effectively lead technical professionals
- Prepare leaders to handle increased span of control, “player-coach” roles, and challenging team dynamics
- Transform expert individual contributors into successful leaders of people
- Establish high-performance cultures in highly technical divisions or departments
- Improve morale and retain top talent (both the leaders and their teams)
- Create an environment that fosters innovation
- Achieve increased productivity — whether the organization is matrixed or hierarchical, growing or plateauing, or experiencing large-scale change
- Support succession planning initiatives
- Build more effective project teams

WHAT MAKES *Leading Technical Professionals* DIFFERENT?

- Targeted content and activities for a targeted population
- Research that shapes the workshop content and creates buy-in
- A blend of feedback insights and skill development to ensure maximum relevance, motivation to learn, and skill acquisition
- Online tools that support ongoing applications on the job
- Nearly 20 years’ experience and expertise in developing successful leaders of IT professionals, engineers, scientists, financial analysts, and other highly skilled experts

