



# Pathways Organizational Leadership Development Program

## *Leading in a Constantly Changing World*

### OVERVIEW

Workplace disruption and the rapid shift to new remote employee workforce models has created a changed paradigm for business practices and interaction. Virtual team leaders must align themselves to this new reality, with the essential skills to both lead and manage their teams in uncertain times. This series provides your virtual team leaders with the critical skills to lead, inspire and thrive in times of ambiguity and disruption. Available as either a three or six-part course series, the program is highly cost-effective and tailored to your organizational goals.

### PRODUCT OFFERING

- 30 Minute needs analysis call between organization's CIO, CIO Coach Leader and CEC Leadership Development Program Manager
- Selection of any 3 or all 6 virtual one-hour group-led workshop sessions designed around the CIO Executive Council's Corporate Officer Framework
- Curriculum developed to align with organizational objectives and areas for development
- Program design, facilitation and coordination by CEC project management team
- Pre-Session Assignments, Post Session Tools & Resources
- Digital Certificate for Pathways Leadership Development is issued upon completion

### OUTCOMES

Invest in your IT Team Leaders for measurable ROI and the future success of your organization.

- Change Leadership for successful initiatives
- Agile project focus, aligned to organizational priorities
- Effective team collaboration and positive project outcomes
- Enhanced individual/team accountability and optimized productivity
- Future-focused mindset and recognition of innovation opportunities
- Meaningful metrics for conveying the fiscal impact of team initiatives



#### About Larry Bonfante, Program Presenter

Larry Bonfante is the Founder of CIO Bench Coach, LLC, and has held executive leadership positions across several industries for over 35 years. Previously, he was the CIO of the USTA (United States Tennis Association), responsible for all information technology supporting the U.S. Open. An accomplished public speaker, Larry is a guest lecturer at Columbia and NYU, and has presented at many industry conferences. Larry is a founding member of the CIO Executive Council, author of the book "Lessons in IT Transformation," and a columnist for CIO Insight Magazine and Enterprise Efficiency.

*“My involvement in the Council’s Pathways program has been invaluable to me as I lay the groundwork for my professional development. The mentoring and collaboration with so many accomplished individuals creates a network of experience, counsel and guidance that is vital to the progressive development of any CIO. I believe the connections I have made through the CIO Executive Council will be viable throughout my career.”*

*IT Director/Publishing Enterprise*

For more information contact: [Eddy Long](mailto:elong@idc.com), Director of Client Operations [elong@idc.com](mailto:elong@idc.com)

The **CIO Executive Council** is a member-led executive organization, consisting of current and future business leaders working to impact the intersection of business, technology, and strategy. Our mission is to foster measurable value for all members by enabling them, through peer reliance and outreach, to apply the knowledge, insights, and best practices of their peers to the success of their enterprise and personal achievement. Visit [cioexecutivecouncil.com](http://cioexecutivecouncil.com) to learn more.

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### SELECT ANY 3 OR ALL 6 FOCUS TOPICS

<p><b>MANAGING CHANGE</b></p> <p>To navigate in times of ambiguity, leaders must have skills to manage themselves and their teams.</p> <ul style="list-style-type: none"><li>- Emotional Cycle of Change</li><li>- Tolerate and lead change</li><li>- Team alignment</li><li>- Shared mission &amp; focus</li><li>- Tools for action planning</li></ul>	<p><b>BUSINESS FOCUS &amp; PRIORITY</b></p> <p>In a virtual world, team leaders must be clear on business outcomes and their team's role in helping their companies achieve them.</p> <ul style="list-style-type: none"><li>- 3 Key Questions for any project</li><li>- Project alignment with organizational priorities</li><li>- Meaningful metrics for measuring fiscal impact</li></ul>	<p><b>TRUST &amp; COLLABORATION</b></p> <p>Lack of face-to-face interactions can impact worker morale. Establishing trust is key to effective engagement and positive outcome.</p> <ul style="list-style-type: none"><li>- Strategic team building</li><li>- Leveraging agility</li><li>- Collaborative engagement strategies</li></ul>
<p><b>THE ART OF DELEGATION</b></p> <p>In times of disruption, it's easy to over-manage and under-lead. Leaders must master the art of delegation and focus on future opportunities.</p> <ul style="list-style-type: none"><li>- Culture of Leadership</li><li>- Leverage individual strengths</li><li>- Establish guiding principles</li><li>- Future-focus mindset</li></ul>	<p><b>CREATING ACCOUNTABILITY</b></p> <p>Productivity suffers if members don't use time wisely or lack work/life boundaries. Leaders must set clear expectations and supportive processes to optimize productivity.</p> <ul style="list-style-type: none"><li>- Ensuring accountability</li><li>- Tools &amp; Processes to enhance productivity</li><li>- Supporting a healthy team dynamic</li></ul>	<p><b>EFFECTIVE COMMUNICATION</b></p> <p>Leaders must create a strong culture of communication within their teams to meet organizational objectives.</p> <ul style="list-style-type: none"><li>- Power of empathy and authentic connection</li><li>- Expectations &amp; guidelines for collaboration</li><li>- Strategies for accurate, consistent messaging</li></ul>

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