

Pathways: Cohort: Mentoring (Hybrid)

IDC's *Pathways: Cohort: Mentoring (Hybrid)* certificate program provides high-potential mid-level leaders with the opportunity to learn from an experienced coach/mentor via an intimate group setting, enabling peer discussions on current leadership challenges to gain perspective and advance careers. The program includes live onsite workshops at program Kickoff and Graduation and a series of group mentoring sessions delivered digitally on real-world success strategies.

Program Benefits

- Competency-based curriculum, with specific topics designed to strengthen leadership capabilities
- Dedicated coach/mentor facilitator with tech executive background who provides a seasoned, relevant perspective
- Personal 90-Day Action Planning to identify/address growth opportunities
- Private coaching sessions at program start and closing to discuss personal objectives and Action Planning focus areas
- Two in-person onsite group workshops at Kick-off and Closing to support building of peer rapport and community
- Four live group sessions delivered digitally with candid discussion and learning of strategies for moving career forward
- Exercises and takeaways to support momentum between sessions and practice of new behaviors

Leadership Profile – Rising IT Leaders

- Expertise in one or more areas of IT
- Manages teams within/across functional IT areas
- Leads initiatives through partnerships inside and outside the IT organization
- Participates in the transformation of the IT organization
- Strives for a broader leadership role within IT

Outcomes

- Enhance leadership skills
- Grow personal confidence
- Improve readiness for the next leadership role
- Gain ability to manage through leadership challenges
- Develop your leadership style
- Communicate the value of IT
- Align business partner goals to IT strategy
- Strengthen stakeholder relationships
- Grow empathy, listening, and authentic approach to establishing connections with others
- Build resiliency, agility, and risk tolerance
- Expand professional network and resources

Product Offering

The *Pathways: Cohort: Mentoring (Hybrid)* program provides participants with the insight and guidance needed to meet current leadership challenges and take your organization to the next level.

Offerings include:

- 12-month program curriculum for 6 to 12 participants, with specific topics designed to strengthen leadership capabilities
- Facilitated by a dedicated coach/ mentor with tech executive background
- Needs analysis call with program sponsor, coach, and pathways engagement specialist to review/identify strengths and gaps; mid-point progress check-in to review cohort progress and share feedback
- Two onsite group workshops held at program Kickoff and Graduation
- Four live 90-minute group focus topic sessions delivered digitally
- Two private coaching sessions per participant: Welcome session to discuss personal objectives and Closing session on personal 90-Day Action Planning for continued development
- Two Power Hour webinars on a leadership and development topic
- Digital certification upon completion of the program
- Dedicated engagement specialist