

Pathways: Individual Coaching: Women in Tech Leadership

IDC's *Pathways: Individual Coaching: Women in Tech Leadership* executive coaching program is focused on challenges that female leaders encounter in their career journeys. Participants accelerate their advancement through a calibrated, results-oriented set of personal and career development assessments and private coaching. They learn directly from experienced global tech leaders, who advise them with candor, compassion, and valuable insights on how to take their careers to the next level.

Program Benefits

- Tailored program components designed to address the career challenges that female leaders encounter
- Individual leadership and career skills assessment tools for personalized development work based on assessed areas of focus
- Structured action plan to strengthen and expand managerial and leadership capabilities
- Coach/mentors from world-class bench of technology executives providing seasoned, relevant perspective on challenges faced by women in male-dominated industries and organizations
- Seven hours of one-to-one executive coaching with dedicated coach/mentor, hand-selected to address participant's areas of focus
- Competency-based program helping female participants to navigate corporate politics, build personal brand, establish an inclusive workplace culture, drive productive meetings, set boundaries and delegate for better work-life balance, and leave a positive legacy in their organization
- Training provided to participant sponsor on best practices to define success and measure business outcomes of engagement

Leadership Profile – Female Senior and High-Potential 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

- Strengthen leadership ability, self-awareness, and emotional intelligence
- Elevate executive presence and refine communication and influencing ability
- *Embrace and play to strengths*
- Identify values that influence leadership style
- Build confidence
- *Tackle barriers blocking career progression*
- *Overcome experiences of marginalization, carrying weight of personal workloads, and microaggressions*
- Build strategic thinking capability
- Improve ability to work with business partners

Product Offering

Each component in *Pathways: Individual Coaching: Women in Tech Leadership* program is customized through the lens of challenges that female leaders in business technology roles encounter.

Offerings include:

- Yearlong, competency-based curriculum
- Individualized leadership/career assessment, tools, and resources
- Hand-selected coach/mentor, aligned with assessed career goals and development needs
- Seven hours of live, one-to-one coaching and guidance with dedicated coach/mentor
- Introductory call with coach/mentor and participant sponsor to set objectives and align with desired outcomes and key development areas
- Training provided to participant sponsor on role and best practices to support participant's engagement
- Access to two power hour webinars on leadership development topics
- Optional closing call with coach/coach mentor and participant sponsor to review program successes and opportunities for continued development
- Dedicated engagement specialist