

Session 436 – Leadership Development for Technical Professionals

Agenda

Framing the Discussion

- Background information – Why this topic?

Your Technical Community – Is it Different than the Workforce at Large?

- BlessingWhite Research Report – *Leading Technical Professionals* (2006)
- **Discussion question:** Are there unique characteristics specific to technical employees and technical leaders? If so, what are some of these characteristics?
- **Discussion question:** Are there elements of the technical community that impact their ability to lead and to be lead?
- Internet resources on this topic

Why Consider Targeted Leadership Development Programs for Technical Professionals?

- **Discussion question:** What is the potential value of a targeted Leadership Development program?
- **Discussion question:** What are the potential downsides of a targeted Leadership Development Program?
- **Discussion question:** Are targeted Leadership Development programs better suited for certain segments (functions) of an organization? If so, which segments (functions)?

Benchmarking

- General Leadership offerings vs. targeted offerings
- **Discussion question:** Who do you benchmark your Leadership Development programs against?

Leadership Development Offerings that Exist for Leaders of Technical Professionals

- **Discussion question:** Currently, what are the Leadership Development programs (courses) that are designed for Leaders of Technical Professionals?
- Internet examples

Leadership Programs Designed to Equip Today's Leaders of Technical Professionals – How Effective are They?

- **Discussion question:** What metrics would be useful to measure the effectiveness of these types of programs?

- **Discussion question:** How do you measure success for your Leadership Development programs?

Next Steps

- Continuing the dialogue (mailing list?)
- Best practice sharing