



The CIO Development Programme

Business Driver

Recent research has established what is required of a top CIO in today's market. See, Gartner, Inc. *The Gartner IT Leadership Capability Curve Builds Towards an Ultra CIO*, John P. Roberts and John Mahoney, 15 July 2008.

Our interpretation of this report supports our own experience: that to progress as CIO it is not enough simply to become more technologically adept. Indeed, we believe it identifies as critical such abilities as: effective teamwork; being able to partner others; being respected in wider business circles.

The 121partners CIO Development programme will support you and your team to step up to the next level of performance, vital in these increasingly challenging times.

In a Nutshell

A practical programme lasting up to nine months, blending coaching, training and mentoring. Designed for CIOs, their senior team and high potentials, it enables participants to make a tangible difference to the way they operate. The programme includes:

- A self-assessment tool, which guides next steps, enhances self-awareness and contributes to the coaching agenda.
- Matching of participants with one of our accredited coaches with extensive experience of coaching those in IT.
- A kick-off workshop to identify a specific business project to focus on, and create a compelling image of success.
- Locating and engaging a mentor from your industry.
- Masterclasses on communicating, connecting with the business and wider world, and presenting. Delivered by James Caplin, author of the best-selling book *I Hate Presentations* and forthcoming *I Hate Networking*.
- Ongoing coaching sessions to integrate the new learning, and set new challenges.
- A concluding workshop assessing success and planning next steps.

Advantages & Benefits

- ✓ We are the market leading provider of leadership transformation services to the UK IT sector with, between us, over 80 years experience in senior level international roles.
- ✓ The programme delivers rapid ROI due to its focus on specific business issues.
 - ✓ The transformations achieved are tangible, permanent and profound.

The following testimonials are from those who have worked with our coaches and experienced previous programmes.

Testimonials

'Overall I have found this to be one of, if not the most, effective training/ development opportunities I have ever had in my work career or life in general.'

CIO, Porsche Cars

'I have seen more maturity and confidence in the individuals who were on the programme, particularly in the area of senior level engagement.'

Finance Director, Logica

'Great combination of practical and classroom. This is important as I don't believe theoretical alone would have achieved "buy in" from the team.'

Investment Director, Jones Lang LaSalle