

Program szkolenia:

Wspierający lider

Informacje:

Nazwa:	Wspierający lider
Kod:	career-lider
Kategoria:	Projektowanie kariery z uwzględnieniem architektury Twojego mózgu
Grupa docelowa:	architekci developerzy
Czas trwania:	2 dni
Forma:	50% wykłady / 50% warsztaty

An effective Tech Leader needs to combine technical and managerial skills in order to best perform his or her work. However, since the vast majority of tech leaders are selected based on their technical know-how, there are often significant gaps in the managerial part of the skill-set. While most tech leaders try to make do, using trial and error, or basing their approach on their own experience with their own, previous leaders, this can lead to the perpetuation of ineffective, or even potentially harmful solutions. As such, a specific training designed for tech leaders, devoted to managerial skills, but with the specific limitations of their position in mind, should be a primary requirement for anyone promoted to such a position.

While there is rarely time for an extended program, a short two-day introduction to the basic skills and concepts is an effective solution to the situation. As such, we can offer the Short Track version of the Supportive Tech Leader program, just for this purpose.

Szczegółowy program:

1. The four major roles of a tech leader

- 1.1. organizing work and delegating tasks
- 1.2. enforcing solutions
- 1.3. supporting skill development
- 1.4. motivation

2. Leadership styles, and choosing the proper style. The Blanchard Situational Leadership model.

3. The basics of effective work organisation

- 3.1. setting the groundworks and the expose
- 3.2. setting tasks and prioritizing
- 3.3. challenges related to delegation
- 3.4. effective delegation of tasks

4. Enforcing solutions

- 4.1. the rules of effective enforcing of work
- 4.2. the FUKO model
- 4.3. sanctions available to a tech leader

5. Supporting skill development

- 5.1. primary barriers to development
- 5.2. differences in levels of inference and their consequences
- 5.3. analysis of development needs
- 5.4. the Dreyfus cycle and it's impact on supporting people on different levels
- 5.5. effective feedback
- 5.6. mentoring and coaching skills for the tech leader

6. Motivation

6.1. main motivational needs

6.2. the Yerkes-Dodson law

6.3. motivational solutions available for tech leaders

6.4. environmental tools for supporting motivation and engagement

7. The authority of the tech leader

7.1. behavioral and cognitive tools for building up your authority in the team