

Today's Successful IT Leaders need to be able to balance their technical knowledge with sound business acumen. They must inspire their workforce and be able to relate to any audience. A few fortunate individuals have the innate talent for ambidextrous thinking and engagement, but for most left-brain centric leaders, attainment and effective use of these skills must be developed and nurtured, over time.

### Our Focus

Executive mentoring helps your IT leadership team learn and nurture both their IT and business skills. Within the realm of IT, we'll ensure all participants have a comprehensive knowledge of the purpose of IT, how IT operates, and how all the players work together as you structure the organization and its constituents to facilitate operational efficiency, organizational maturity and team cohesiveness. But IT lives within the constructs of business. Politics, culture, style and insecurities can inhibit the progression of many potential IT leaders within your organization. These encumbrances can impede the advancement of even your most talented leadership candidates as they attain a reputation (perceived or real) that often puts them in a box.



### Our Approach

We strive to reinvigorates the individual to realize their true potential. We provide clear and honest feedback with an action plan to modify behaviors that accentuate the positives and mitigate the negatives. Through a series of discussions, workshops and observing individual team members in action we quickly determine:

- ▶ Potential, along with goals and aspirations
- ▶ IQ, EQ and CQ self-awareness
- ▶ Thinking and behavioral traits
- ▶ Fears to manage/overcome
- ▶ Time and effort analysis (schedule review)
- ▶ Offer a 360° perspective on how they are perceived and why (intimidation index, audience appropriate, controlling nature, etc.)
- ▶ Ability and tolerance to *change*
- ▶ Communication style review (e.g. email tone)

### What You Can Expect

With this information we are able to put a near-immediate action plan together that focuses on high impact behaviors and can deliver results within 6 weeks. Behavioral change is a slow process and requires a low touch program for a minimum of 6 months.

Other areas of focus that enrich the individual in the skills of effective leadership include

- ▶ Best practices of operation and leadership (Leading by example)
- ▶ Ethics and Consequence
- ▶ People are everything – their success is your success
- ▶ Establishing the air of confidence but avoiding the smog of arrogance
- ▶ Accountability and setting the bar
- ▶ Managing conflict and difficult situations
- ▶ How to appreciate the right brain potential

### About Paragon Solutions Group:

Paragon Solutions Group helps IT teams more effectively interact with the rest of the business to enable growth and agility. Our progressive approach to IT maturity and our focus on measurable outcomes provides IT organizations with the perspective, methodology and tools to build a strong foundation that serves and is valued by all of IT's stakeholders.