Pathways ICT Leadership Development Program

Turning today’s ICT professionals into tomorrow’s business leaders
Specialised 12-month program developed and delivered by practicing local and global CIOs

About the program

Developed by the CIO Executive Council, Pathways is a unique, flexible, self-managed, self-paced 12-month professional development program that brings together best practices, thought leadership and business insights for today’s most promising ICT professionals. Pathways is designed and delivered by leading local and global CIOs; enabling participants to capitalise on mentor CIOs personal experiences, expertise and knowledge.

Pathways is not about the technical – it is about helping ICT professionals build their core business competencies allowing them to move away from the operational (where ICT is inevitably viewed as a cost centre) through the transformation of the final position of Future-State CIO. At the Future-State level an individual is outwardly focused, a true business partner and utilising technology to deliver competitive advantage to the business.

Program Components

- 12-month on-going program | enrol anytime
- 22 x 1 hour local CIO designed and delivered webinars | presentation session followed by a Q & A session led by participants
- 2 face-to-face CIO panel sessions with Q & A followed by networking drinks
- 30+ x 1 hour global CIO designed and delivered webinars around leadership, business and technology
- Access to the Future-State self and 360° peer assessment tool | provides you with your current core-competencies benchmarked against 25,000 c-level professionals
- Monthly newsletters with CIO contributed topic specific information
- Priority attendance for the full day CIO summits along with selected CIO magazine events
- 3000+ CIO contributed resources | policy documents, business cases, lessons learned information, research, project overviews etc. to help mitigate risk, save time and deliver better business outcomes
- Houses the Future-State self and peer assessment tool
- Personalised bookshelf with tailored CIO contributed resources specific to each individual’s learning needs based on their core competency results
- On-line global and local communities | interactive setting where participants can share challenges, solutions, knowledge, best practices, resources etc.
THE FOUNDATIONS OF PATHWAYS

The 9 Executive Core Competencies

About the competencies

The 9 executive core competencies most crucial to success were identified in partnership with Egon Zehnder by performing more than 25,000 face-to-face c-level assessments. The 9 core competencies are broken into 3 ICT leadership types, specifically;

- FUTURE-STATE CIO’s
- TRANSFORMATIONAL LEADERS
- FUNCTIONAL/OPERATIONAL HEADS

Every ICT Leader spends some portion of their time across all three leadership types however, as you develop and advance your career you should minimise the time you spend focusing on functional/operational activities and maximise the time you spend working as a transformational leader and Future-State CIO. The Pathways program is designed to help you build your core competencies to facilitate this shift in focus.

Note: The core competencies are cumulative and must be built from the functional/operational upwards.

The core competencies as applied across the 3 ICT leadership types

<table>
<thead>
<tr>
<th>FUTURE-STATE CIO</th>
<th>TRANSFORMATIONAL LEADERS</th>
<th>FUNCTIONAL/OPERATIONAL HEAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>MARKET KNOWLEDGE Understanding the market in which a business operates, including the competition, the suppliers, the customer base and the regulatory environment.</td>
<td>STRATEGIC ORIENTATION The ability to think long-term and beyond one’s own area involving three key dimensions: business awareness, critical analysis and integration of information, and the ability to develop an action-oriented plan.</td>
<td>PEOPLE &amp; ORGANISATIONAL DEVELOPMENT Developing the long-term capabilities of others and the organisation as a whole, and finding satisfaction in influencing or even transforming someone’s life or career.</td>
</tr>
<tr>
<td>EXTERNAL CUSTOMER FOCUS Serving and building value-added relationships with customers or clients.</td>
<td>CHANGE LEADERSHIP Transforming and aligning an organisation through its people to drive for improvement in new and challenging directions.</td>
<td>TEAM LEADERSHIP Focusing, aligning and building effective groups both within one’s immediate organisation and across functions.</td>
</tr>
<tr>
<td>COMMERCIAL ORIENTATION Identifying and moving towards business opportunities, seizing chances to increase profit and revenue.</td>
<td>COLLABORATION &amp; INFLUENCE Working effectively with, and influencing those outside of, your functional area for positive impact on business performance.</td>
<td></td>
</tr>
</tbody>
</table>

Program pricing (+GST)
- CIO EC Members $3,500
- Non EC Members $4,500
- Group pricing applies

For more information contact:
Mervyn Silverman
Relationship Manager ANZ
CIO Executive Council
mervyn_silverman@idg.com.au or call (02) 9902 2730