



# Soft Skills 4 TECH

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## Leading Technical Teams

The technical teams deliver product, the lifeblood of any IT company.

**REPLACING VALUABLE TECHNICAL STAFF CAN COST FROM 30 TO 250 PERCENT OF ANNUAL COMPENSATION, THE TURNOVER ISSUE ALONE IS AN EXPENSIVE PROPOSITION.**

Doesn't it make sense that the people who lead them should be amongst the most highly-prized and highly-trained?

Yet so many organisations promote a great programmer to a leadership position and then don't realise that they need support in making the transition from team member to team leader.

That's because the technical team is often detached from the commercial side of the business, and their challenges just aren't so familiar to non-technical executives. Consequently poor leadership in technical teams has a negative impact on the commercial success. That's why we developed our one-day leadership programme specifically for technical managers

### OUR PROGRAMME WILL TAKE YOU FROM:

- Disengagement, turnover and loss of talent
- Low contribution/productivity
- Slower innovation in meeting client needs
- Slower adoption of new technology to move the organisation forward
- Greater resistance to change.

### TO:

- Transitioning from being a manager of projects to a leader of people
- Understand psychology of what makes technical people tick
- Start letting go of product expertise and start leading
- Developing skills which build trust by understanding motivation
- Building personal profiles outside the team or department.