



ELEVATING YOUR CAREER INTO IT LEADERSHIP

About Me



- ◀ Director of Consulting with Improving
- ◀ Lead Employee Growth Initiatives through the Office of the CCO
- ◀ Organizational Lead of 16
- ◀ Account Lead of 36
- ◀ Contributing Writer at InformationWeek and The Enterprisers Project

Do You Really Want This?



"Are you sure you want this?
Some days I wish I was just out
on the floor, head buried into my
problems and not dealing with
everyone else's."

Client's VP of Software Development

Where Do We Start?

Agenda



6 essential steps to convince your organization that you are cut out for leadership

Practical ways to get there and dealing with hurdles along the way.

Exceed Expectations

1

Why Do You Deserve a Promotion?

*Are you excelling in your current position?
Not an occasional act, but something you live
into and strive for in everything you do.*

2

Grow Yourself

*Make yourself the best DBA or data engineer
that you can be. Always strive to come to the
table with innovative solutions.*

3

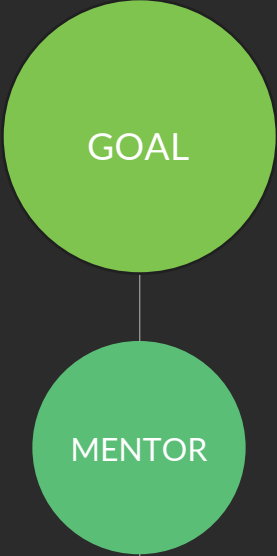
Add Value to the Organization

*Broaden your knowledge across the organization
to ask how things can be done better. How are
your actions adding value to the organization?*

Make Your Intentions Clear



Exceeding expectations can get you on the radar of the right people, but unless you tell them you want more they may just think you are happy to live out your days writing code and optimizing applications. You have to make your intentions known.



GOAL

MENTOR

Tell your manager you are actively working towards this goal. Ask what steps you can take you aren't seeing. What deficiencies in your skillset you need to shore up. Make your manager an active participant in your success.

Networking



If you are an introvert, soft spoken or isolated, prepare to live outside your comfort zone.



Expanding your network and circle of influence is critical to step in to leadership.



You have to acquire the necessary people skills to communicate and lead.



You have to know how to deal with people. What motivates them, what drives their actions and how they will react.



Show Initiative



Leaders don't wait for people to bring them opportunity. They look around the organization and find ways to make it better.

Ask your boss where you can help. Assist with a key presentation. Do the legwork on an researching an important initiative.

Don't let your present job suffer when you take on extra responsibilities.



Practice Self-Promotion



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- ◀ If a tree falls in the forest and no one is around to hear it, does it make a sound?
 - ◀ Trumpeting your accomplishments can seem unnatural and outside your comfort zone. You have to push past that for the good of your career.
 - ◀ Find the communication vehicle that works for you. One-on-one meeting with your manager is ideal. Status reports work as well. Think executive communication.
 - ◀ Provide a sound board. A second set of eyes is always helpful.

Lean into Mentorship

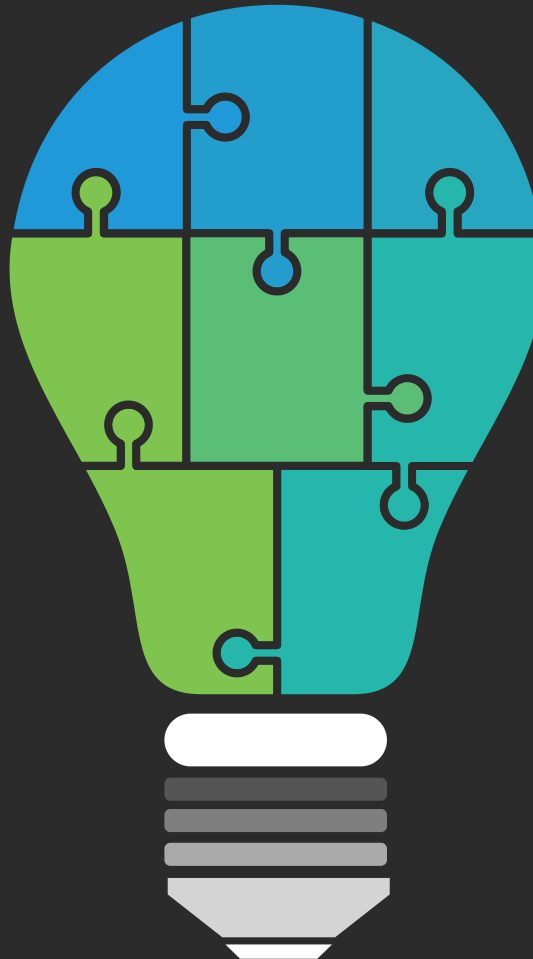


Mentor and Mentee

When you take that step into leadership it's critical you have a mentor to guide you but you also need to serve as a guide for others.

Leaders are Rarely Born

It's a skill that has to be developed like any other.



Mentorship Program

Many organizations have mentorship programs you can volunteer for.

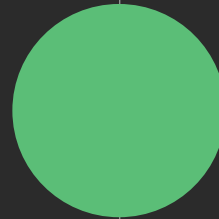
If Not, Find Someone to Help

Mentor a junior or mid-level dev to help them achieve their career goals

Have realistic expectations



This isn't a list where you check off boxes, and you automatically graduate to the next level. Ultimately, it is at the discretion of senior management if you are ready to take the next step



You should be working at that next level for six months before you are promoted.

SMART Goals



Specific

I want to speak at SQL Saturday
MN

Achievable

Speaking at an upcoming
conference definitely is if you give
the organizers compelling topics.

Relevant

Giving a conference talk certainly
moves us closer to comfort &
confidence with public speaking

Measurable

We achieve our goal by delivering
the talk.

Time Bound

Three months to prepare content
and strategize our delivery.



Getting Outside Your Comfort Zone



01

Address Your Fears

Your body keys itself up in a fight or flight response when it encounters fear. Something as simple as breathing exercises can help regulate that response.

02

Scare Yourself Daily

Challenge Yourself.
"Do one thing every day that scares you" Eleanor Roosevelt

Risks are Growth Experiences

Regardless of the outcome, you have new experiences you can tap into in the future. FAIL is first attempt in learning.

03

Embrace Change

This is a life transition which revolve around change.

04

Why you can't

1

"You've got to be kidding me. I have no time for this." 

I have a four-year-old and an nine-year-old. I'm no stranger to time constraints. I find a few hours each night to devote to the client or Improving. The time is usually there. You just have to find what works for you.

2

"My brain hurts. This is too much. I don't know where to start."

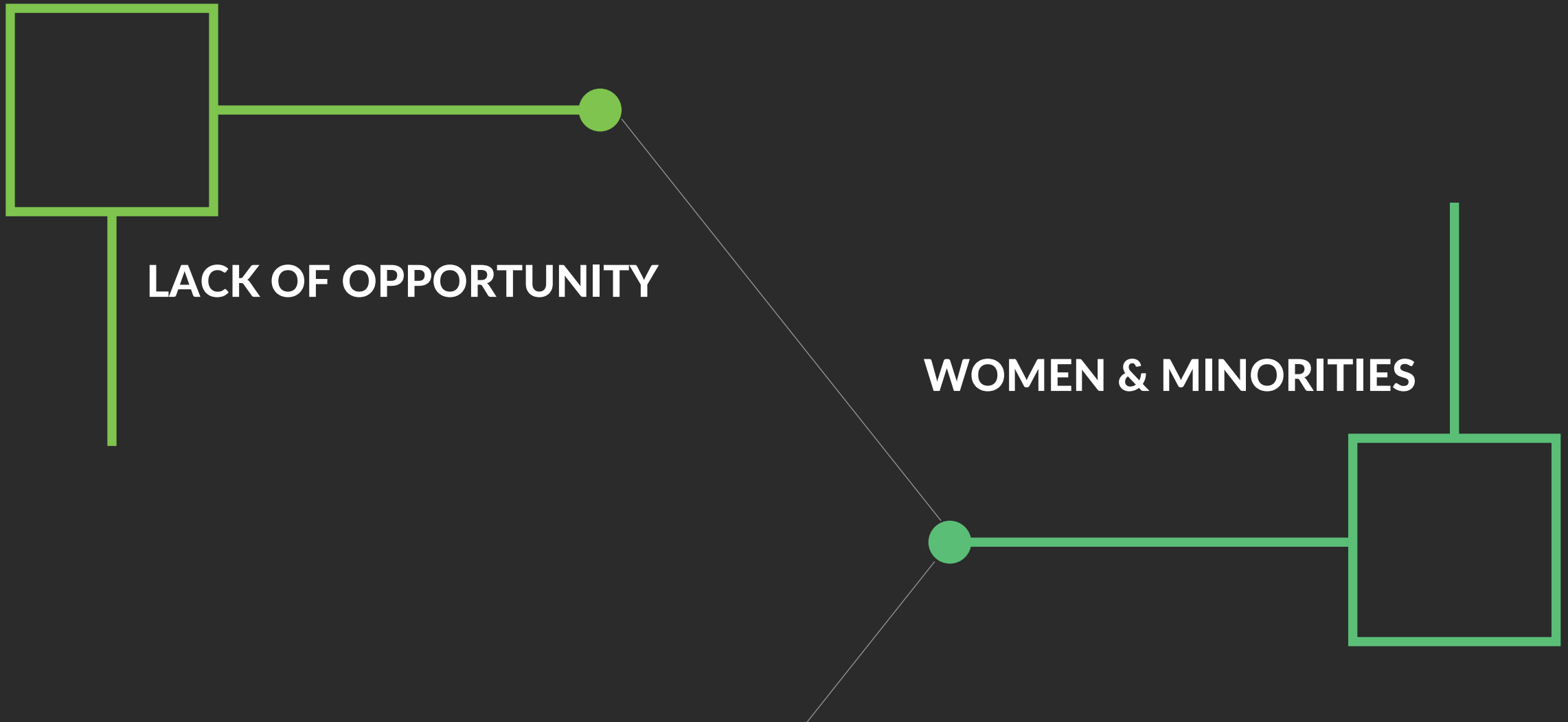
Lean on your manager or mentor. Once you start talking, you'll be surprised how quickly paths start forming.

3

"I'm really busy with my underwater basket weaving class. Maybe I'll get involved next quarter."

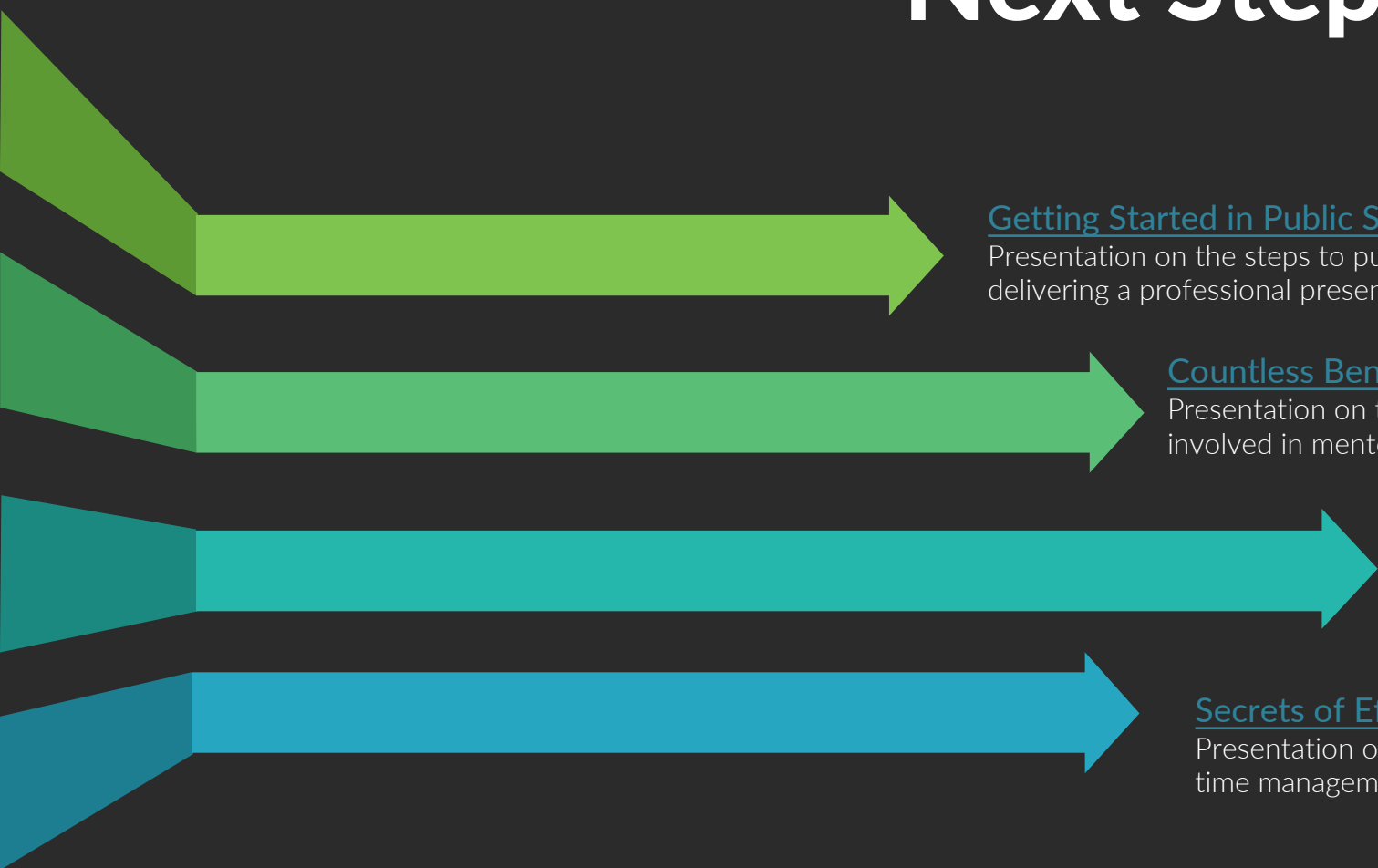
At the end of the day, its all about priorities. No one is asking you to neglect your family or abandon a hobby you love, but if advancement is an important professional goal, you've got to make it a priority or it will never happen.

My Organization Won't Let Me Lead



Is Leadership the Right Fit for You?

Next Steps



Getting Started in Public Speaking

Presentation on the steps to putting together and delivering a professional presentation

Countless Benefits of Mentoring

Presentation on the benefits of mentoring and how to get involved in mentorship.

The Power of Active Listening

Presentation on the benefits of active listening. Listening is one of the most important tools a leader has.

Secrets of Effective Time Management

Presentation on getting the most out of your day with effective time management strategies.

THANK YOU

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