

TECHNOLOGY LEADERSHIP

Certificate Program for Indian Executives



Overview

Transform Into a Technology and Change Leader

Talentedge is proud to offer the Technology Leadership Certificate Program for Indian Executives in collaboration with eCornell, Cornell University's online learning platform.

Professionals in the technology industry — whether in software engineering, web development, or IT — are uniquely suited to become strong leaders due to their mastery of analysis and problem-solving skills. Yet many such professionals lack formal management training in the soft skills which are necessary for them to realize their true potential.

This certificate program, offered by eCornell, will provide you with the opportunity to analyze your own leadership characteristics and decision-making styles as a technology leader, strengthen motivation, essential communication skills, and influencing skills; and ultimately draw a pathway for your future growth and success in the management of technical and project teams.

Key Course Takeaways

- **Manage and Lead Technology Professionals**

Manage tech teams, motivate technology professionals to top performance, and increase effectiveness in leading projects with stakeholder buy-in.

- **Enhance Team Communication and Performance Effectiveness**

Recognize factors that interfere with effective communication, adapt advanced techniques for everyday interaction, and apply your strengths and core values to increase team performance.

- **Communicate Effectively and Courageously**

Manage emotional reactions to common workplace issues and practice courageous communication to deliver persuasive messaging.

- **Be a Change Leader**

Manage change by shaping environmental and situational factors and positively reframe challenging workplace situations.

What You Will Earn

- Certificate of Completion in Technology Leadership
- 60 Professional Development Hours (6 CEUs)

Inside the Program

- Certificate consists of 6 two-week courses.
- Courses include multiple-choice quizzes, instructor-moderated discussions, and a final project to practice what you've learned in a real-world context.
- Opportunities for collaboration and networking with fellow students both during and after your courses.
- Course materials available 24/7 during the 2-week course and for a third week to review the content.
- Plan to spend 3-5 hours per week on each course.



Who Should Enroll?

- Emerging and experienced technology leaders
- Managers and directors of web services, software development, and IT teams
- Early-to-mid-career technology professionals looking to move into a leadership role
- Chief Technology Officers
- Business leaders who work with technology professionals
- Graduate students transitioning from an academic track to an industry track

Eligibility

- Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- Proficiency in English, spoken and written, is mandatory.

▯ Syllabus

1. Strengths-Based Technology Leadership (CETL501)

In this course, you will take a different approach to leadership development. Leading from strength is about looking at what someone is naturally good at, as well as the skills gained through experience.

- Identify your top leadership talents and strengths
- Personify and manage your inner critic to reduce its interference

2. Values-Based Technology Leadership (CETL502)

Everyone has a set of personal core values, but not everyone is aware of them, and often people don't spend much time thinking about their values. In contrast, the best leaders learn not only to tune into their own values, but also how to communicate and live those values in all aspects of life. In this course, you will work to lead with integrity while inspiring and empowering those around you.

- Apply your personal core values to your leadership
- Create a values roadmap for your future development

3. Decision-Making Skills for Technology Leaders (CETL503)

Tech people are often fact and data driven, which can make them excellent decision makers. You will begin this course by evaluating your default decision-making style using a data-driven tool, "Decision Making for Leaders," designed by Victor Vroom, a leading expert on decision making. Then you will evaluate yourself, digest the results and data, and then assess your ability to effectively adapt.

- Evaluate your current leadership decision-making style
- Ground yourself to your situation and move from data to action

4. Collaborative Communication for Technology Leaders (CETL504)

Often when thinking of leaders, we picture them addressing crowds, giving directives, and commanding forces. Leaders need to be able to do those things, but they also need to be top-notch listeners and have the ability to use a variety of communication tactics at the right times.

- Apply advanced listening skills to enhance relationships and productivity
- Recognize factors that interfere with effective communication and adapt advanced techniques for everyday interaction

5. Courageous Communication for Technology Leaders (CETL505)

Technologists may not have spent much time refining their communication skills, especially those that involve a great deal of courage. However, leaders have and feel emotions within the workplace and can harness those emotions to improve their leadership skills and become more courageous communicators.

- Manage emotional reactions to common workplace issues
- Develop a culture of feedback and positively reframe challenging workplace situations

6. Influence and Motivation for Technology Leaders (CETL506)

Leaders need to garner specific results that often require sustainable behavioral changes for both individuals and groups. To get these results, you need to both influence and motivate the people around you.

- Determine a desired change and why it is needed
- Support specific change by shaping environmental and situational factors

Faculty



Erica Dawson

**Professor of Practice and Director of Engineering
Leadership Programs, Cornell University**

Erica Dawson is a Cornellian ('03 Ph.D. Social Psychology). She was Assistant Professor of Management and Organizations at Yale University before returning to Ithaca to create and direct the Engineering Leadership Program in 2012. Erica teaches and consults worldwide on judgment and decision making, negotiation, leadership, and coaching.

She has worked with groups as diverse as German engineers, Tibetan monks, female pharmaceutical scientists, and American sixth-graders. Her current research interests focus on individual psychological phenomena and leadership dynamics in high-risk occupations and sports.

About eCornell



As Cornell University's online learning unit, eCornell delivers online professional certificate programs to individuals and organizations around the world. Courses are personally developed by Cornell faculty with expertise in a wide range of topics, including hospitality, leadership and management, marketing, human resources, technology, and data analytics. Students learn in an interactive, small-class format to gain skills they can immediately apply in their organizations. eCornell has offered online learning courses and certificate programs for 18 years to over 150,000 students at more than 2,000 companies.

Program Details

- **Duration:** 3 months
- **Program Fee:** INR 1,50,000 + GST
- **No. of Courses:** 6
- **Effort:** 3-5 hours per week
- **Format:** 100% online
- **Model:** Instructor-led



Additional Value-Adds For Indian Participants

Talentedge's value add to the Technology Leadership program is tailor-made for practicing managers, with key functional models and their application as cases, specially curated for the Indian business scenario. A succinct functional content has been added to make the participants gain from the hands-on experience of the technical magnates. Key Management and Leadership models have been baked into this value-add program.

Module 1

- **Simulation:** Resilience: Lessons from Mount Everest
- **Model:** VUCA
- **Case Study:** Ranbaxy Laboratories Ltd. The Conspiracy of Silence

Module 2

- **Simulation:** Change Management: Power and Influence
- **Model:** Change Management: Kotter's Eight Step Model
- **Case Study:** Change Management @ ICICI Bank

Module 3

- **Simulation:** Significance of Interpersonal Skills in Team-building and Leading a Team towards a Goal
- **Model:** Leadership Styles
- **Case Study:** Rana Kapoor: Responsible Leadership at the Crossroads

Key Highlights

- 16+ hours of Live and Interactive sessions by c-suite practitioners
- Real-time understanding of the functional models
- Customized content built with Indian Case studies and real-life solutions to real-life problems
- Three Immersive Simulations for an end to end Self-learning
- Practitioner Based education through our extensive Indian CXO Practitioner pool
- Peer learning through live discussions, group assignments, and concept simulations

Delivery Methodology

- **Home Read (A Pre-requisite)**

Content will be shared a week in advance for the learners to pre-read the modules before the sessions begin. Each batch starts with a pre-test, and the scores published in real-time. Practitioner time is utilized in ensuring 100% concept clarity. Each session ends with a post-test to assess real-time improvement.

- **Virtual Delivery**

All sessions conducted in a synchronous mode over the Talentedge platform.

For More Details

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