



PITTSBURGH IT Leadership Development Program

Newly Expanded!

A new *Leading Change* Workshop empowers Tech Leaders to navigate change with empathy and confidence using newly learned language and behaviors. From AI disruption to shifting team dynamics, leaders will gain the tools to lead through uncertainty with clarity and purpose. Change isn't new. The conditions around it are.

Cohort 9 is launching in October 2026!

- Enroll up to four of your high-potential, mid-level IT managers and directors.
- Become a 1:1 mentor or a coach for a small group.
- Attend networking events to connect with other Pittsburgh executives.

Leadership Development for the Digital Age

Led by current and former IT executives, The Pittsburgh ITLDP is delivered in a highly interactive, in-person format, giving participants new skills and action plans for success. Though a proven combination of workshops, networking, and mentoring, the program does more than build the next generation of IT leaders; it creates a powerful IT community.

Participants will graduate IT LDP equipped to:

- Identify and build proficiency in critical growth areas, based on *IT Skill Builder* self-assessment data
- Demonstrate essential leadership competencies, including delegating, decision-making, inspiring others, collaboration, and emotional intelligence while applying governance principles and risk mitigation strategies
- Build trusted relationships through strengthened influencing and communication skills
- Promote the value of themselves, their team, and their work to internal and external stakeholders
- Step up with confidence to their next leadership role in the organization

A 7-month, in-person journey creating a strong leadership pipeline in the greater Pittsburgh region.

Equip your up-and-coming leaders for their next role in your organization through a hands-on learning approach that strengthens leadership capabilities and business acumen.

Designed for high-potential, mid-level IT leaders (managers and directors)

Cohort-based, to bring together leaders from diverse companies and industries



Accessible

No matter where they're located, your team members can join.



Broaden Horizons

Engage with IT executives and leaders from companies nationwide.



Learn, Practice, Apply, & Succeed

Modularized content delivered over time embeds new mindsets and builds essential skills.



Personalized

Each cohort is capped to ensure a high-touch experience



A Top 10 Leadership Development Program, built by IT for IT

What to Expect

Self-Awareness and Impact

At the beginning of the ITLDP, participants complete a 180-degree assessment with their direct leaders. This evaluation on 15 research-based competencies provides a clear picture of their skills, strengths, and areas of opportunity as well as setting a growth benchmark for the program

1:1 and Group Mentoring

Every participant is mentored by a CIO or senior IT leader outside of their organization to learn valuable external perspectives, receive feedback and advice, and build their network. Participants can also expect group mentoring as a bonus.

Peer Connections

Participants benefit from cross-industry learning, shared experiences, and best practices through their experience. They develop trusted relationships, problem-solve challenges, gain unbiased and external perspectives, and learn best practices. Social events with IT LDP alumni and Pittsburgh IT executives are also an opportunity to network.

IT Leadership Development:

Every 6 to 8 weeks, participants attend an interactive, in-person workshop covering core skills with focus on practical application in real-life IT situations. These all-day sessions focus on practical application in real-life situations, presenting and demonstrating ability in essential leadership areas, and utilizing small group activities and case studies for hands-on practice.

Capstone

Participants create and implement a real-world marketing plan at their organization. Driven in collaboration with their CIO and/or direct manager, the capstone project is the cumulative application of what they have learned; creating tangible business value, building trusted relationships, and influencing the narrative around IT.

Leading in a Technology Organization	Leading Change	IT Consulting Skills— Becoming a Trusted Advisor	Marketing a Technology Organization
<i>(1 day)</i>	<i>(one 3-hour module)</i>	<i>(2 days)</i>	<i>(2 days)</i>
Focuses on the critical skills of effective leadership such as purpose, goals and vision, inspiring others, emotional intelligence, diversity and inclusion, delegation, and decision-making.	Develops leaders' ability to guide teams through complex change by understanding stakeholder reactions, responding thoughtfully under pressure, and using effective conversations to move initiatives forward and achieve lasting results.	Builds participants' trust and influencing skills, increases their communication skills, and helps them to build deeper relationships with their internal and external stakeholders.	Enables participants to communicate the value of IT as an IT leader. Participants learn to tell a compelling narrative and build support by focusing on value provided rather than simply technical features.

A CIO-led 'mini-workshop' *Building Financial Acumen* focuses on practical, real-life situations where financial awareness and business acumen directly influence outcomes. Participants explore how budgets, forecasts, and financial decisions connect to overall business strategy and day-to-day operations.

Find out more at www.pgh-cio.com/it-ldp or to enroll your leaders: Jill Lundy, jlundy@ouellette-online.com