

## Training program:

# Effective Tech Leader

### Info:

<b>Name:</b>	<b>Effective Tech Leader</b>
<b>Code:</b>	<b>tech-leader</b>
<b>Category:</b>	Tech lead and team lead
<b>Target audience:</b>	architects developers
<b>Duration:</b>	opcja online: 3x6h lub opcja stacjonarna: 2x8h
<b>Format:</b>	50% lecture / 50% workshop

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A good Tech Leader, while having a lot in common with a Team Leader, concentrates more on technical decisions and convincing the team to the solutions they chose, negotiating technical details with the client and supporting the technical development of other members of the development team. Unfortunately, while tech leaders have great technical skills, they often lack the soft skills which would make their jobs much easier. This workshop was developed to correct this situation.

### It's all about the content.

- Preparatory training for people soon to be promoted to the position of tech leader or similar
- Assistance for informal tech leaders in the company and for people with leadership potential
- A good support training for people already working as tech leaders in the company

# Training program

**1. The roles of an effective leader, leadership styles, and choosing the proper style. The Blanchard Situational Leadership model.**

**2. The major challenges standing before the leader:**

2.1. Setting standards, defining and delegating tasks, supporting effective work

2.2. Effectively gaining support for their chosen technical solutions

2.3. Providing effective feedback

2.4. Supporting growth and skill development

2.5. Building and maintaining motivation and engagement

**3. Introduction to setting standards and defining tasks**

3.1. How to communicate work standards

3.2. The role of deep work in software development

3.3. Effectively defining and delegating tasks

**4. Effectively gaining support for their chosen technical solutions**

4.1. Different levels of interference and how to manage them

4.2. Finding the right communication level for the recipient

4.3. Tools of effective persuasion and argumentation

**5. Providing effective feedback**

5.1. The FUKO model

5.2. The SPINES model

5.3. Effective feedback models

5.4. The challenges of effectively providing negative feedback

**6. Supporting growth and skill development**

6.1. Primary barriers to development

6.2. Competence analysis

6.3. Basics of effective mentoring

## 7. Motivation

7.1. Main motivational needs

7.2. The Yerkes-Dodson law

7.3. Motivational tools in practice

## 8. Leadership authority – the structure of dominance and charisma

8.1. Key issues related to status/authority behaviors

8.2. When to use specific status behaviors

8.3. Looking at the team from the perspective of a status dynamic