# Strategic IT Talent Management for High-Performance Teams Training Course



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4100 € (Per Person)

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## Course Introduction / Overview:

In today's digitally-driven economy, the success of any organization is intrinsically linked to the strength of its Information Technology department. Building and sustaining high-performance IT teams is no longer a competitive advantage but a fundamental necessity. This course addresses the critical challenge of attracting, developing, and retaining top-tier technical talent. It moves beyond traditional HR practices to offer a strategic framework specifically designed for the unique dynamics of the tech world. Drawing on principles from thought leaders like Gene Kim, author of the influential book "The Phoenix Project," this program explores how to align talent management with operational excellence and business objectives. Participants will learn to cultivate an environment where innovation thrives, collaboration is seamless, and employees are engaged and motivated. BIG BEN Training Center has designed this immersive experience to equip leaders with the practical skills needed to transform their IT departments into powerhouses of productivity and strategic value, ensuring they can navigate the complexities of the modern technological landscape with confidence and foresight. This course provides a comprehensive roadmap for creating a robust talent pipeline and a culture of continuous improvement.

## Target Audience / This training course is suitable for:

- IT Directors and Managers.
- Team Leaders and Supervisors.
- Human Resources Professionals specializing in IT recruitment.
- Project Managers and Scrum Masters.
- Chief Technology Officers (CTOs) and aspiring technology leaders.
- Heads of Software Development and Engineering.
- IT Operations Managers.
- Talent Management Specialists.

## Target Sectors and Industries:

- Technology and Software Development.
- Financial Services and FinTech.
- Healthcare and HealthTech.
- Telecommunications.
- E-commerce and Retail.
- Consulting Services.
- Government Agencies and Public Sector Organizations.
- Manufacturing and Engineering.

## Target Organizations Departments:

- Information Technology.
- Human Resources.
- Project Management Office (PMO).
- Software Development and Engineering.
- IT Operations and Infrastructure.
- Cybersecurity.
- Research and Development.

## Course Offerings:

By the end of this course, the participants will have able to:

- Develop a strategic IT talent acquisition and retention plan.
- Implement effective performance management systems tailored for technical roles.
- Design and manage clear career progression paths for IT professionals.
- Foster a culture of psychological safety and continuous learning within teams.
- Apply agile and DevOps principles to enhance team collaboration and productivity.
- Master communication and conflict resolution techniques for technical teams.
- Identify and bridge critical skills gaps within the IT department.
- Create robust succession plans for key technical and leadership positions.
- Utilize data-driven metrics to measure and improve team performance.
- Lead and motivate remote and hybrid IT teams effectively.

## Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in the workplace. This course utilizes a blended learning approach that combines expert-led presentations with hands-on activities. A significant portion of the training is dedicated to analyzing real-world case studies of leading technology companies, allowing participants to deconstruct successful talent management strategies and understand their practical application. Collaborative group discussions and brainstorming sessions will encourage the sharing of experiences and diverse perspectives, fostering a rich learning environment. Participants will engage in role-playing scenarios, such as conducting performance reviews for developers or mediating team conflicts, to build confidence and practical skills. Interactive workshops will guide attendees in creating tangible outputs, like a draft competency framework or a 90-day onboardi
g plan for a new IT hire. Continuous feedback from the instructor and peers is a core component, ensuring a deep and lasting understanding of the concepts. The focus is on moving beyond theory to provide actionable tools and frameworks for immediate implementation.

## Course Agenda (Course Units):

### Unit One: Foundations of High-Performance IT Teams

- Defining the characteristics of a high-performance IT team.
- Understanding the leader's role in building and sustaining team excellence.
- The Tuckman model of group development in a tech context.
- Establishing psychological safety as the bedrock of innovation.
- Aligning IT team goals with broader organizational objectives.
- Key differences between managing technical and non-technical teams.
- Assessing your current team's performance and culture.

### Unit Two: Strategic IT Talent Acquisition and Onboarding

- Crafting compelling job descriptions that attract top tech talent.
- Developing a multi-channel sourcing strategy for technical roles.
- Conducting effective technical interviews and behavioral assessments.
- Building a robust competency framework for IT positions.
- Designing a structured and engaging onboarding process for new hires.
- Strategies for winning the war for talent in a competitive market.
- Leveraging employer branding to attract passive candidates.

### Unit Three: Performance Management and Career Development in Tech

- Setting meaningful KPIs and OKRs for developers and IT staff.
- Conducting constructive and motivating performance reviews.
- Creating dual career paths for technical (IC) and management tracks.
- Implementing skills gap analysis and personalized development plans.
- The role of coaching and mentoring in talent development.
- Managing underperformance and having difficult conversations.
- Linking performance to rewards and recognition in a fair manner.

## Unit Four: Fostering a Culture of Innovation and Continuous Learning

- Cultivating an agile mindset and DevOps culture.
- Implementing effective knowledge-sharing practices like brown bags and wikis.
- Building a continuous feedback loop within the team.
- Encouraging experimentation and learning from failure.
- Managing technical debt as part of a learning culture.
- Leveraging training budgets for maximum impact and ROI.
- Promoting cross-functional collaboration and breaking down silos.

## Unit Five: Advanced Leadership for IT Talent Retention

- Mastering communication strategies for technical and non-technical stakeholders.
- Proactive conflict resolution techniques for engineering teams.
- Motivational theories and their application to IT professionals.
- Strategies for retaining top performers and key employees.
- Developing a comprehensive succession plan for critical IT roles.
- Leading and managing remote and hybrid IT teams effectively.
- Championing diversity, equity, and inclusion in technology.

# FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can IT leaders effectively balance the immediate pressure for project delivery with the long-term investment required for strategic talent development and team well-being?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself by offering a holistic and deeply practical integration of modern human resources strategy with the specific, nuanced realities of leading technology teams. Unlike generic leadership programs, every module is meticulously tailored to address the unique challenges faced by IT managers, from managing technical debt to designing career paths for individual contributors. It moves beyond theoretical models to provide actionable frameworks and tools that can be implemented immediately. The curriculum is built on contemporary principles from seminal works like "The Phoenix Project," ensuring participants are learning strategies relevant to today's agile and DevOps-driven environments. Furthermore, the course places a strong emphasis on the "human" element of technology leadership, dedicating significant time to fostering psychological safety, mastering difficult conversations, and building a resilient culture that retains top talent. While other courses may focus on either project management or HR in isolation, this program uniquely bridges the gap, creating leaders who are as adept at managing a complex technology stack as they are at nurturing the brilliant minds who build it.