

## ***Building IT Bench Strength and Resiliency***

IT Management Bench Strength refers to the ability and readiness of potential successors to move into key leadership positions as IT grows, takes on new initiatives, moves toward new technologies, and/or restructures to meet business needs.

This class covers various methods, techniques, and processes to maximize your organization's management bench, organizational design considerations, and mentoring concepts.

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### **Class Topics include:**

- Initial Thoughts and Vocabulary
  - Types of required IT management bench strength
  - Advantages and challenges of growing your bench
- Building Your Bench
  - Building strength internally vs. externally
  - Succession planning
  - Delegation and skill enhancement
  - Strategic job placement, job placement and other techniques
  - IT manager on-boarding and support networks
- Formal and Informal Training
  - Maximizing your training budget
  - Job-level-based training programs
- IT Organizational Design
  - Organizational Swing
  - Centralization vs. decentralization
  - Project-centric vs. profession-Centric
  - Matrix management options and issues
- Personal and Organizational Mentoring
  - Mentoring vs. Coaching
  - Mentoring and Coaching Your Team
  - Mentoring Programs
  - Having a Mentor

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and invest in your future  
organizational success!***

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### **Key Take-A-Ways:**

- Methods and techniques to maximize your organization's bench strength
- How to navigate challenges related to implementing bench strength initiatives
- Rationale behind major IT organizational changes
- Pros and cons of different IT matrix management configurations
- Potential political and career ramifications of IT organization change
- Mentoring and coaching definitions, concepts and techniques