The Transformative IT Leader Program

Transforming IT Professionals
into Business Leaders

Introduction:

Our mentor-led online programs go far beyond traditional training. With immersive simulations, real-world case studies, and executive coaching, we develop the skills that matter most: cross-functional communication, strategic decision-making, change leadership, and executive presence.

Whether you're preparing a new wave of leaders for succession or elevating your team's ability to partner with the business, Leaders Beyond delivers proven development programs that align talent strategy with business strategy. Future-ready organizations aren't built by chance—they're built by design. Let us help you build yours.

Who Should Attend?

You will gain the greatest benefits from this program if you are a mid-level technology leader who:

- Seeks to expand knowledge and understanding of the "business side of the house"
- Interacts with senior business leaders and sponsors of technology projects
- Seeks increasingly more senior management or technology leadership roles
- Holds direct or indirect financial responsibility and accountability for delivering solutions

Why Attend?

Through case study analysis and real-world problem-solving, begin your transformation from an IT professional into a business leader. Challenge, develop and practice your communication, influence, and financial skills in a business context. Master the challenges of multi-level teamwork and changes in real-world simulations.

Our small class sizes ensure a unique online experience. With a dynamic mentoring model, faculty and students actively engage, fostering meaningful connections that support your leadership journey.

Program Format:

Our program features six interactive online sessions over four weeks, designed to keep you engaged and actively learning. Throughout the course, you'll work on individual and group assignments, applying key concepts in real-world scenarios.

A major case study challenges you to think strategically and make leadership decisions with confidence. Upon completion, graduates receive personalized, confidential feedback.

Faculty:

Business executives, professional educators, CIOs, consultants, and business strategists. The Leaders Beyond™ faculty comes from all aspects of business and the public sector.

Dr. James L. Norrie, DPM, LL.M

Professor of Strategy & Cybersecurity, former Founding Dean of the Graham School of Business, York College Pennsylvania; Managing Partner, e-Venture Consulting, Inc.; CEO and Founder, cyberconIQ Inc.

Dr. James L. Norrie is the Founding Dean of the Graham School of Business and a professor of cybersecurity and law at York College of Pennsylvania. He is also the co-founder of cyberconIQ, a company focused on digital safety and AI ethics. His most recent book, Beyond the Code (Kendall Hunt, March 2025) explores the promise, peril, and possibility of AI for humanity.

Cindy Seibel

Former CIO, Energy Resources and Conservation Board, Alberta

Cindy is an award-winning CIO whose experience spans the public, not-for-profit, and private sectors. Her unique combination of expertise in information technology, human resources, leadership, and learning has led to a track record of high-performing multidisciplinary teams. She has served as a program director for successful multi-milliondollar technology implementations.

Edmond Mellina

President, ORCHANGO; former CIO, Delta Hotels

Edmond is internationally respected for his expertise in nimble change leadership and culture change. For the past 30 years, he has been executing strategic transformations and building agile capabilities across sectors in Europe, North America, and the Middle East. He is a former corporate transformation executive in drastically changing sectors: CIO at Delta Hotels when Expedia disrupted the hotel business; and VP of Corporate Development & General Manager USA for the technology business of Envoy Communication Group.

Program Outline:

Session 1: (1/2 Day)

Charting the Course: Leading with Intention in an Age of Disruption / Dr. James Norrie

In today's volatile and opportunity-rich digital world, technology leadership is no longer just about technical delivery, it's about transformational vision. As we launch your Leaders Beyond journey, we'll reframe what it means to lead in a time when AI, cyber risk, and rapid technical change. This opening session will provoke your thinking, challenge assumptions, and create a shared foundation for the sessions ahead.

In this provocative introduction, you will:

- Explore how the role of the IT leader shifts from operational excellence to managing existential competitive risk, and what that means for your leadership role.
- Identify critical leadership behaviors that drive clarity, resilience, and trust in a technological world where innovation cycles are shrinking dramatically.
- Reflect on your adaptive capacity in the face of emerging tech like AI, beginning to shape a personal and professional roadmap to thrive through transformation.

Session 2 & 3: (2 x 1/2 Days)

Nimble Change Leadership: The STEP UP!™ Game / Edmond Mellina

All sectors of the economy are undergoing unprecedented transformation. The need for speed and flexibility has never been greater. As companies navigate consistently uncertain waters, leaders must lead through change in faster, nimbler ways. The future of the business depends on it. Over two sessions, you will learn the essentials of nimble change leadership and participate in a virtual game simulation that reflects the challenges of today's world. Participating in these sessions, you will:

- Gain a deeper understanding of what it takes to successfully execute change in today's unprecedented business environment
- Adopt 5 critical mindsets for nimble change leadership in the age of digital disruption
- Boost your effectiveness as a transformational leader with nimble tools, techniques, and "game plans" that are highly practical and unique
- Invest your limited time, energy, and influence more strategically when driving change

Program Outline: (Continued)

Session 4: (1/2 Day)

Change Your Message, Transform Your Impact / Cindy Seibel

Who defines expectations and how do we manage them? How well do we know our own organization and its people? Can you speak the language of strategy? This session builds skills and confidence in how to better manage expectations and present our ideas clearly to obtain executive-level understanding, buy-in, and attention. Explore practical techniques and approaches that help technology professionals find their voice and be heard.

In this session, you will:

- Describe how to formalize, then manage, expectations
- Identify the steps to clear, articulate, and impactful message creation and delivery of ideas, projects, or plans in a face-to-face (virtual or real-life) setting
- Practice how to pre-influence and prepare for handling objections to build effective joint sessions with the business
- Learn the art of presenting to the executive level in your organization and position your message, request, or proposal for understanding and acceptance

Session 5: (1/2 Day)

AI at the Crossroads: Embracing the Promise, Managing the Peril / Dr. James Norrie

AI isn't coming; it's already here and embedded everywhere. With it comes a new frontier of leadership responsibility: ethical and responsible AI. In an environment where vendor hype cycles are measured now in weeks and days instead of months and years, and AI disruption is the new norm, innovative technology leaders must decide: will you lead your organization into a future shaped by purposeful AI, or be dragged behind it?

This session will cut through the vendor-driven adoption noise to examine what responsible, strategic, and ethical AI leadership looks like, including how to strategically deploy and manage AI-enabled business use cases, not just platforms. We'll unpack the enterprise advantages of AI promises—but also the human, organizational, and reputational risks that come with unchecked or haphazard adoption.

In this urgent and practical session, you will:

- Understand the real distinctions between public and private AI platforms—and the implications for security, IP protections, data governance, bias control and trust.
- Explore a "SAFER AI" framework that balances innovation with regulatory compliance and risk governance to strengthen the ROI of your AI adoptions.
- Examine the rise of "Shadow AI" and the critical need to educate, empower, and engage employees before their workarounds become your organization's liability.
- Learn how to lead through uncertainty when AI's next evolution is always just around the corner—and your competitive edge depends on staying ahead.

Program Outline: (Continued)

Session 6: (Full Day)

Final Case Study Workshop & Presentations / Dr. James Norrie & Cindy Seibel

At the beginning of the program, you will be presented with a real-world situation (case study) that poses a real-world problem. Building on your learning, before this session, you will submit a written solution of your own, then work with your team to create consensus and generate a response and solution. You and your team will present your solution to a panel of experts and receive feedback. This session provides you with opportunities to integrate, practice, and demonstrate the insights that you have gained in the program.

*Course times are subject to change. Should we need to adjust the timing, we'll notify you in advance.

Please click the IT Leader Program link for more information and to register.

For additional questions, please contact: barry.clavir@leadersbeyond.com

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