



# The Emerging IT Leader Program

Foundational Leadership Training



## Summary:

Designed to equip early-career technical professionals and subject matter experts with the strategic awareness, leadership skills, and business communication capabilities needed to drive enterprise impact.

## Introduction:

The Emerging IT Leader Training Program provides immersive, mentor-led sessions where participants build confidence, enhance cross-functional communication, and gain a deeper understanding of how IT creates business value, laying the groundwork for greater influence and future leadership opportunities.

In this program, participants will:

- Explore personal leadership competencies and establish areas of improvement
- Improve communication and collaboration with non-technical stakeholders
- Build strategic awareness and understand how IT contributes to value creation
- Develop habits of continuous learning and proactive contribution

## Who Should Attend?

This custom program is designed specifically for individual contributors and functional leaders. The optimal audience for this program and who would gain most from it would be high-potential employees positioned for future advancement within the organization, including but not limited to people in leadership roles or technical roles (e.g., engineering, PMs).

## Why Attend?

A unique online experience with a dynamic mentoring model where faculty and students actively engage, fostering meaningful connections that support your leadership journey.

## Program Format:

The program will run online as 4 half-day sessions over two weeks. There will be some pre-work and reading (outside of session times) before and during the program.

Each session includes a combination of lectures, full group discussions, and breakout sessions with focused tasks and/or individual reflection. This interactive design enhances and enriches the relevant content for this specific cohort, providing a balance of theory and practical tools. The program also features valuable personal networking and peer-to-peer learning for which Leaders Beyond™ is known



## 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 multi-disciplinary teams. She has served as a program director for successful multi-million-dollar technology implementations.



## Program Outline:

### Session 1:

#### **The Functional IT Leader: Adapting and Flourishing in Uncertain Times / Cindy Seibel**

Leadership as a concept is not limited to people leadership – leadership capabilities are important to your own and your organization’s success. Do you understand your own leadership traits and capabilities? What insights will help you achieve your goals? Do you understand the goals of your organization and how your leadership’s focus aligns?

In this session, you will:

- Identify key leadership competencies necessary to succeed by understanding the leadership goals within your organization
- Explore your own leadership competencies and examine areas for improvement
- Describe and create specific actions you can take to clarify and address your own developmental needs

### Session 2:

#### **Strategic Communication & Advocacy Excellence/ Dr. James Norrie**

In an era defined by accelerating disruption, individual contributors and subject matter experts (SMEs) face rising expectations to not only deliver technical or professional insight but also to influence outcomes beyond their formal authority. This session empowers participants to develop strategic communication and advocacy skills critical for shaping decisions, building credibility, and driving change from the middle. Through real-life examples and reflective practice, this session helps SMEs and professionals elevate their voice and impact inside organizations where the stakes—and scrutiny—have never been higher.

In this session, you will:

- Communicate technical or specialized insights in ways that resonate with nonexperts and decision-makers, bridging the “expertise-to-influence” gap
- Recognize the legal, ethical, and compliance dimensions, especially when dealing with emerging technologies or high-stakes decisions
- Shift from subject-matter expert to strategic contributor by mastering the language of influence, timing, and advocacy within institutional boundaries

## Program Outline: (Continued)

### Session 3:

#### Finance is Your Friend / Dr. James Norrie

One of the most critical skills for any IT leader is having a well-informed understanding of the financial processes that drive projects. Can you speak the language with your financial counterparts? Project success requires leaders who understand the financial processes involved in business.

In this session, you will:

- Assess your current understanding of the key financial terms every emerging IT leader should know
- Recognize what key financial measures are important and apply these to your projects
- Assess financial elements and risk, and the common steps taken to minimize exposure to failure
- Explore the financial expectations from a business outcome perspective and how IT can influence these outcomes
- Identify the operational financial constraints within IT and how they impact how IT operates

### Session 4:

#### Leadership & High-Performing Teams / Cindy Seibel

Working within a team or matrix is more than just “getting along”. What makes a high-performing team? How do you manage conflict when it inevitably arises? How do you create resiliency within your team?

In this final session, you will:

- Understand the key components of high-performing teams
- Learn how to create shared ownership and accountability in this process. IT owns nothing but is expected to create successful outcomes. What is the right balance?
- Build upon your knowledge gained in previous sessions to define specific attributes that YOU have and are YOUR strengths in participating in a high-performance team or culture

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

Please click the [Emerging IT Leader Program link](#) for more information and to register.

For additional questions, please contact: [barry.clavir@leadersbeyond.com](mailto:barry.clavir@leadersbeyond.com)

Click the link to [follow us on LinkedIn](#)