



**INFORMATION TECHNOLOGY
SENIOR MANAGEMENT FORUM**

Fostering the career growth
of African-American executives



Executive Protégé Program

ITSMF

>> Cultivating leadership

Our mission is to fill the executive pipeline with the next generation of African-American executives through the Executive Protégé Program (EPP). The EPP provides the mentoring and networking that mid-level IT managers need to advance their IT careers to the senior and C-level. It is the only national mentoring program focused on cultivating executive talent among African-American IT professionals.

EPP OFFERS...

- Exposure and interaction with high-level IT executives
- Training and development of leadership skills through assessments and workshops
- A confidential relationship with a senior-level mentor
- Guidance on career-related issues which are unique to African-Americans in leadership
- An opportunity to elevate leadership skills through insightful executive coaching

"My experience with ITSMF has been one of the most important and inspiring career-building relationships I've ever had."

**Michael Sullivan
Protégé Graduate**



Mentoring

>> **A one-on-one relationship focused on advancing you to a senior position**

The EPP pairs senior executive mentors and IT professionals in a structured, collaborative, one-on-one relationship that focuses on developing leadership skills. In this program you will learn the behaviors, skills and leadership qualities needed to advance to a senior position.

ONE-ON-ONE COACHING

The EPP Executive Coach will guide you through understanding your behavioral styles and how to apply those styles toward becoming an effective leader within your organization. Recognizing behavioral strengths and challenges allows you, as a leader, to develop strategies for building teams who value their differences and work cohesively to achieve success.

THE ITSMF MENTOR: A WELL-PREPARED GUIDE

ITSMF members serve as mentors dedicated to moving protégés forward in their careers. ITSMF mentors are required to complete the Mentor Profile and Readiness Training, commit to monthly engagements with protégés, and participate in at least one face-to-face meeting with their protégé during the mentoring year.

"I was exceptionally pleased with my mentor and the relationship exceeded my expectations."

**Denise Holland
Amtrak**



Leadership Development

>> A pathway to executive management

EXECUTIVE FORUMS

Learn from world class leaders what it takes to demonstrate leadership in today's competitive business environment. Once a year spend two consecutive days, on-site, participating in forums designed to increase your effectiveness as a leader.

"LEADER-2-LEADER" MONTHLY WEBINARS

ITSMF members offer insight and experience on current IT-related topics.

ITSMF MEMBERSHIP AFFILIATION

Gain access to some of the privileges associated with ITSMF membership:

- 1st Quarter ITSMF Symposium
- Annual Awards Gala
- The "open" sections of two Quarterly Executive Meetings

NETWORKING

As a part of the ITSMF network you will:

- Discover success secrets from seasoned veterans who have made it to the next level
- Interact with senior executives for career development opportunities
- Gain insight on overcoming challenges unique to upper-level management
- Access a strong talent pool of leadership resources
- Build lifelong relationships with other protégés as you share, learn, and grow together

"The quality of my experiences in this program as well as the contacts I have made will support my continued career advancement."

**Tim Frasier
Proctor & Gamble**



Executive Protégé Program

>> **An investment in your career**

In an atmosphere of trust, camaraderie, and openness you will explore timely and relevant leadership development topics designed to move your career forward.

THE QUALIFIED PROTÉGÉ

For eligibility in the Executive Protégé Program you must:

- Possess excellent communication skills
- Have achieved the level of first line manager in your current position (minimum requirement)
- Commit to completing the 12 month program
- Obtain a recommendation from an ITSMF member, ITSMF corporate partner or protégé channel organization
- Gain sponsorship and support from a senior-level company manager for the duration of the program
- Be recognized as a high potential employee and promotable to at least two levels above your current position
- Pay the EPP program fee

"Free and open communications combined with a high level of trust and confidentiality really facilitated my ability to learn the leadership skills I needed to advance my career."

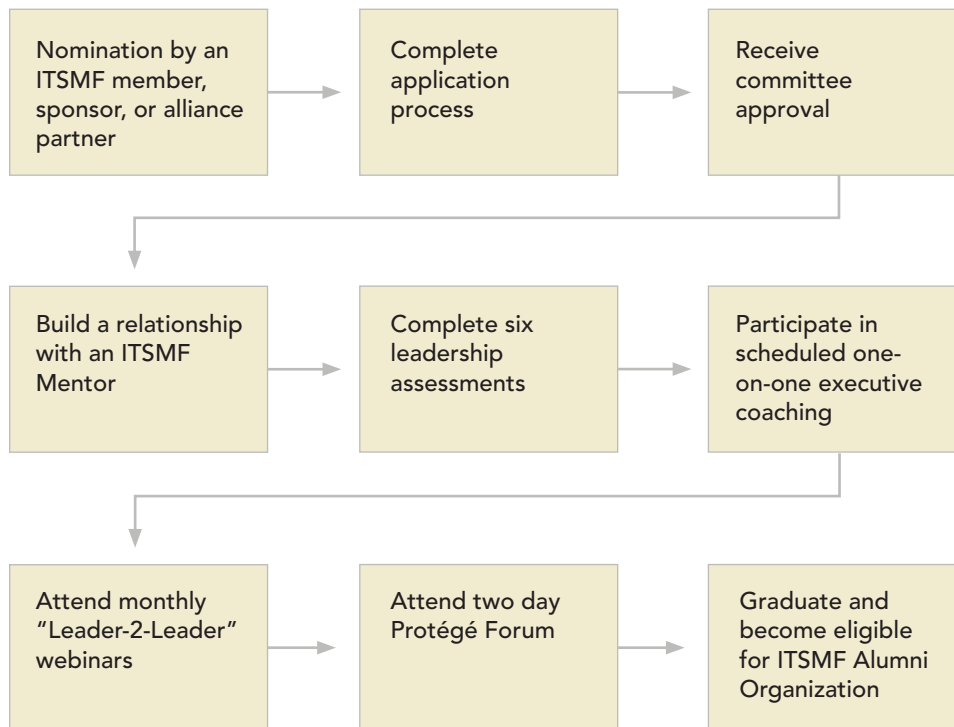
**Noreen White
Deloitte**



EPP Process

>> **Designed to develop your leadership skills in just 12 months**

THE PROGRAM



"The benefit of being affiliated with leading African-American executives in IT is immeasurable. I have been exposed to curricula offerings, mentorship and programs that not only help me in my career but also direct my steps to achieve success in life."

Todd Hood
Pitney Bowes



For more information on taking your career to the next level, please contact our office:



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