Technical Leaders are responsible for creating and executing technology-related business strategies that align with company goals and objectives and leading the successful implementation of technological initiatives. They help drive innovation and continuous improvement in their team, and keep up to date with and leverage new technological advancements. Other duties include overseeing data security processes, and managing the technology infrastructure.

Example positions
IT Leader, Chief Technology Officer (CTO), Chief Information Officer (CIO), Director of Engineering, VP of Engineering, VP of Information Services

COMPETENCIES

Deliberative Decision Making – Technical Leaders gather, consider, and evaluate all relevant information to make logical conclusions before being moved to action.

Leadership Communication – They generate a shared commitment to the organization, building morale and encouraging ownership of mission, goals, and values.

Strategic Thinking – They develop and help drive a shared understanding of a long-term vision that describes how the organization needs to operate now and in the future.

Information Seeking – They are driven by an underlying curiosity and desire to know more about things, people, or issues. This involves going beyond routine questions and includes digging or pressing for exact information, resolving discrepancies by asking a series of questions, or conducting less-focused environmental scanning for opportunities or miscellaneous information that may be used in the future.

Planning and Priority Setting – They identify priorities and develop detailed action plans that include objectives, accountabilities, time frames, standards, review stages, and contingencies.

Relationship Building – Technical Leaders develop effective long-term professional interactions with others based on trust: trust that they will always work toward the best interest of those involved and that they are sufficiently competent to provide positive results.

Managing Innovation – They create opportunities by fostering an environment open to new or radical alternatives to traditional methods, approaches, and products.

Managing Quality – Technical Leaders engage in measuring, tracking, and assessing work quality of other employees, systems, or processes. They manage the efficiency, accuracy, completeness, and consistency of outputs produced by teams of employees and systems.

Driving Results – They motivate individuals to achieve and exceed goals by establishing accountabilities, clarifying performance expectations, agreeing to high standards and measures, monitoring and reviewing performance, and providing timely and relevant feedback.

Representative behaviors

- Evaluates short- and long-range implications of decisions

- Clearly communicates vision and strategy across all organizational levels

- Thinks strategically to promote growth or gain competitive advantage

- Gathers all information needed to make informed recommendations

- Thinks through what is needed to meet goals in terms of people and time frames

- Promotes implementation of new ideas and innovative thinking

- Determines quality standards for employees or processes

- Drives the execution of business plans

JOB MODEL

Leading	Active Communication	Interpersonal Dynamics	Making Decisions	Solving Problems	Managing Processes	Self-Management
Leadership Maturity	Influence and Persuasion	Interpersonal Sensitivity	Deliberative Decision Making	Creativity and Innovation	Quality Focus	Composure and Resiliency
Leadership Communication	Conflict Management	Helpfulness	Decisiveness	Analytical Thinking	Compliance	Generating and Expressing Enthusiasm
Driving Results	Negotiating	Service Focus	Strategic Thinking	Learning Agility	Response Orientation	Strength of Conviction
Leading Change	Active Listening	Relationship Building	Organizational Citizenship	Scientific Acumen	Safety Focus	Achievement Motivation and Perseverance
Managing Innovation	Communicating	Collaboration and Teamwork	Information Seeking	Business Acumen	Process Management	Self-Awareness
Managing Quality	Instructing	Organizational Savvy			Time Management	Adaptability
Team Building		Global Mindset			Planning and Priority Setting	Initiating Action
Coaching and Developing Others					Organizing and Documenting Information	Accountability
Delegating					Applying Standard Practices	Professionalism
Fact-Based Management						Continuous Learning
Strategic Talent Management						Extended Task Focus
Directing						Comfort with Ambiguity