



## FROM TECHNICAL EXPERT TO HIGH-IMPACT LEADER

# How a Tech Firm Boosted Execution by 35% in Just 90 Days

**CLIENT:** Mid-size AI Product Company  
(700 employees, Series C funded)

**PARTICIPANTS:** 12 Mid-Level Technical  
Managers (Engineering, Data Science,  
Product)

### THE PROBLEM

As the company scaled, high-performing technical leads were promoted into people leadership roles, but without the training or tools to lead well in a high-growth, high-pressure environment.

### The Result?

- **Competing priorities** and poor cross-functional alignment.
- **Communication breakdowns** between executives and mid-level managers.
- **Delayed decisions** and stalled project delivery.
- **Burnout and turnover** among high-potential talent.

Leaders used our **Technical Manager Diagnostic** and quickly uncovered that this wasn't technical problem, it was a **leadership capability gap**.

 [Diagnose Your Leadership Gaps Today](#)

### THE SOLUTION

#### 90-Day Technical Leader Accelerator:

**A fast, focused sprint to transform technical managers into confident, high-impact leaders.**

In just 12 weeks, each manager embedded four core leadership habits into their daily workflow, proving that consistent behaviour, not just knowledge, drives lasting impact.

#### What We Delivered:

##### Micro-Moments

Sparked insight and challenged default thinking through short, high-impact learning bursts.

##### Translate & Activate

Turned insight into action with frameworks that made leadership immediately practical.

##### Habit Builder + Digital Coaching

Reinforced behaviour change through small, strategic commitments, guided by tech & support.

##### Science-backed Leadership Tools

Provided evidence-based models managers could use right away with their teams.

##### Peer Coaching Pods

Created space for accountability & shared growth.

##### Impact Scorecards

Tracked measurable leadership progress in real time.

# Scale or Fail:

## It All Comes Down to Middle Manager Leadership

nexlevel

### MEASURABLE RESULTS

HIGH VOLTAGE  
Leadership

**By week 12, the shift was transformational and impactful:**

- Execution improved by 35%
- Communication between leaders and teams became clearer
- Decisions were made faster and with more confidence
- Team alignment and ownership increased
- Managers began leading people, not just managing projects

Metric	Baseline	After 90 Days
% of managers reporting decision clarity	41%	92%
Team alignment (as rated by direct reports)	55%	87%
Strategic communication effectiveness	48%	89%
% of execs reporting "less time in the weeds"	—	75%

### KEY TAKEAWAYS

With the right tools and support, even the busiest technical managers can learn to:

- ✓ **Align teams around what matters most,** reducing friction and increasing focus.
- ✓ **Communicate with clarity & credibility,** up, down, and across the organization.
- ✓ **Make confident, timely decisions** without constant escalation or hesitation.
- ✓ **Lead with intention, not just execution,** shifting from task managers to people leaders.

### WANT THESE RESULTS FOR YOUR TEAM?

**Book your free 30-minute  
Execution Clarity Call**

Spot the leadership gaps slowing execution, draining talent, and pulling you into the weeds, before they stall your growth.

**Schedule Now**