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.

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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