

IT Human Effectiveness and Leadership

Managing and Leveraging the Talents of People in IT

It still takes humans. No matter how the world is driven by the wizardry of technology, the warp speed of change and the drive to innovation—success requires managing and leveraging the talents of people. It requires intelligent management of “the human equation.” The demands on managers and leaders of IT human resources are greater than ever: they must combine the mastery of high technology with the ability to unlock the talent of the people, all while aligning the IT function to drive business success. This calls for competencies in both high tech and high touch—in addition to strategic business brilliance.

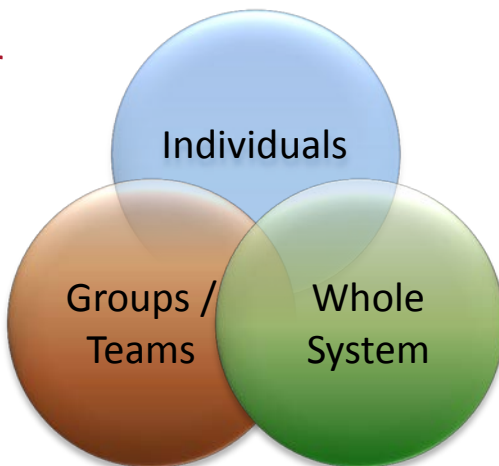
The H-Factor: Challenges of Working with a Talented IT Team

There are many challenges facing the CIO to manage the human side of IT. The IT leadership team must be able to work with highly independent and analytical individuals—often experts, getting them to work collaboratively in matrixed teams, providing communication across siloes, ensuring that they understand both the business and strategic goals of the technology solutions they are deploying. In order for major innovations and change initiatives to succeed, CIOs must create a working culture and environment that provides clarity of goals, motivation, solid performance management, team esprit and agility—the ability to execute current goals while developing new innovative solutions simultaneously. Cornerstone Data Strategies offers CIOs the H-Factor consulting, providing services of organization development, change management, executive coaching, leadership development, team building, emotional intelligence training, strategic business thinking and culture transformation.

Key Value:

- *Cornerstone's IT Human Effectiveness and Leadership offering quickly diagnoses, designs and delivers positive outcomes for a client's organization helping IT to be a trusted advisor to the business*
- *Work products can be tailored to the individual, team or the entire organization*
- *Cornerstone's H-Factor consulting shapes a robust and agile IT culture that is an essential lever for the whole organization's success.*
- *A typical engagement can begin showing results in just a few weeks.*

The H-Factor



The H-Factor Continuum

Systems are made up of groups or teams, but they are ultimately made up of individual humans – managing humans is the H-Factor challenge.

Cornerstone's deep experience in IT and with CIOs and their teams means that we understand the rigorous demands placed on the leadership team of a robust IT organization and that we are uniquely poised to provide customized professional coaching and development that is tailored to managing within the technology arena. Cornerstone provides a rich array of tools, resources and guides to develop individuals and teams and maximize the culture of the human side of the IT organization.

Cornerstone consultants understand their clients’ business, technology, culture and interpersonal dynamics and become trusted advisors to partner with leaders for excellence and success. Cornerstone uses a 3D methodology – **Diagnose, Design, Deliver.**

Diagnose – Our consultants engage the leadership and key stakeholders in a process of pinpointing the targets for organization change, development and evolution that drive business results and create business value for IT.

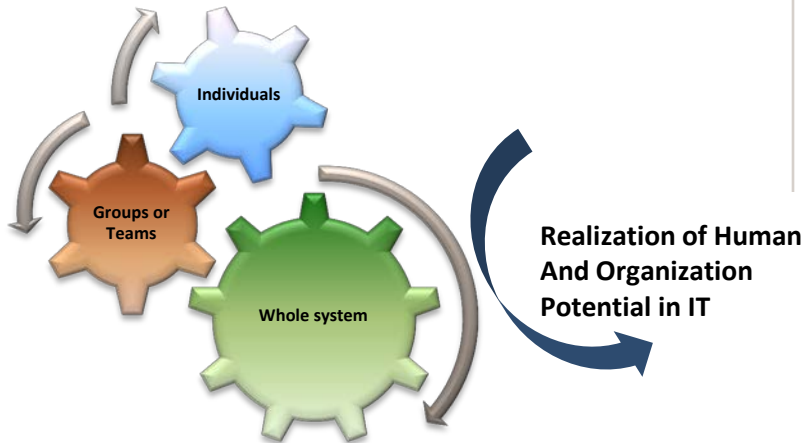
Design – Creating a targeted customized learning engagement to release the highest potential of the human resources of IT. The goals are individual development and learning—for individuals, groups and the organization as a whole.

Deliver – Each engagement targets real, measurable, practical goals and business outcomes—that ensures that IT is seen as a dynamic leadership force within the larger enterprise.

Some of the tools and methods include:

- **For Individuals** – Talent Assessment and Inventories, 360 Feedback, Performance and Executive Coaching, Leadership Succession Planning, Leadership Development
- **For Groups and Teams** – Team building, Matrix Management Consulting, Collaboration Across Siloes, Corporate Communication Strategies
- **For Whole Organizations** – Strategic Transformation, Change Management, Corporate Messaging and Communication, Branding Culture Development

H-Factor – Actualizing Human Talent in IT



Leveraging Our Experience for Your Organization

Typically a client can begin seeing results from an H-Factor engagement in just a few weeks. Cornerstone’s network of IT leaders are seasoned veterans, providing a healthy mix of real world experiences and out-of-the-box thinking.

Contact us today to learn more about Cornerstone’s H-Factor.

Cornerstone Data Strategies IT Strategy and Transformation Practice

- Cornerstone’s IT Strategy & Transformation Practice helps clients tap into the **value generating potential of IT** to drive competitive advantage and new business models
- Cornerstone’s IT Strategy & Transformation Practice offerings collectively provide **a step-wise approach to defining a strategic IT agenda** that delivers both near and long-term benefits
- Cornerstone’s IT strategy consultants are experienced **practitioners with real-world strategy, planning and implementation experiences** having served in line management positions

Cornerstone Data Strategies, Inc.

- Los Angeles
- New York
- Washington D.C.

Emerging Technologies & Innovation Product Offerings

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Emerging Technologies Strategy

Assess existing EA program and positioning, identifying Strengths, Weaknesses, Opportunities and Threats (SWOT)

Adoption & Change Management

Develop and institutionalize a Change Management capability across culture, people and processes

H-Factor

Providing services of organization development, change management, culture and leadership development

CIO / CTO Advisory

Providing domain expertise, strategic advisory, team mentoring and interim IT leadership

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