


About the Leading @Tech Program

The Leading @Tech program is designed to equip faculty and staff leaders with essential skills to foster a culture of excellence and innovation at Georgia Tech. All newly hired and newly promoted leaders are required to complete the five foundational courses at various times throughout their first six months. This training aligns with Georgia Tech's Leader Competency Model and the Develops Self and Others competency in our Performance Management system.




Required Foundational Courses

Five foundational courses must be completed within 6 months of hire or promotion:

- **Leading with Excellence (due 180 days)**
Focus on establishing leadership excellence in alignment with the Georgia Tech Leader Competency Model.
 - **Interviewing @ Tech (due 30 days)**
Overview of Georgia Tech's hiring requirements for consistent and compliant recruitment.
 - **Performance Management @ Tech (due 180 days)**
Managing performance aligned with institutional expectations.
 - **Managing Talent (due 180 days)**
Focus on developing talent, conducting performance conversations, and giving feedback.
 - **Leave Policies & Workplace Accommodations (due 180 days)**
Understanding leave policies and workplace accommodations.
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Guidance for Check-ins with New Hires/Newly Promoted Leaders

How can you support your leader throughout this learning process? Some quick tips:

- **Initial Conversation**
Set the expectation and remind your direct reports of required courses and deadlines within the first two weeks.
 - **Set Milestones**
Create an action plan for course completion (e.g., two courses in the first two months, etc.).
 - **1:1 Discussions**
Ask about progress during regular check-ins and offer support.
 - **Reinforce Accountability**
Link course completion to their professional development goals during evaluations and feedback discussions.
 - **Encourage Peer Learning**
Suggest they connect with peers for insights.
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Compliance Monitoring

Reinforce reminder emails from the LMS and L&D team during your follow-ups.

To access Leading @ Tech compliance data, head to <https://lite.gatech.edu/> and search for Leading at Tech.

Questions?

Click here to view the *Leading @ Tech Homepage* for FAQs <https://hr.gatech.edu/leading-at-tech-leadership-training/>

If you or your new hire/newly promoted leader have additional questions, feel free to reach out to the *GTHR Employee Experience and Development team* for further assistance.

