

Technology & Cyber Leadership Acceleration

THE CHALLENGE

Both the Technology Executive and Technology Security Leadership teams at ANZ engaged us to increase execution capability and respond to threats such as AI, cyber-crime, cost pressure and a fast-changing workforce.

A robust and measured response to these threats was essential and bespoke leadership development was seen as fundamental.



Exec Ascend

THE RESPONSE

We co-designed and facilitated a bespoke leadership development program for technology and cyber senior teams.

The program was built around key bank and technology strategic program deliverables, and we delivered evidence-based diagnostics to distil key insights and team patterns of behaviour.

We helped each team to understand their differentiated team strengths and elevation opportunities through a combination of deep dives, group and individual coaching.

The key work included helping tech leaders to;

- Identify measures to accelerate execution of tech and security programs
- Create leadership resilience of the executives and their teams
- Leading and thriving in high stress, high risk environments
- Proactive partnering with the business to balance tech/cyber with complex business requirements

THE IMPACT

Following the program, the Technology Executive & Security teams reported “deepened trust with each other”, “more confidence to hold each other accountable”, and “greater capacity to execute on key strategic initiatives”. They are measuring increased ability to make faster decisions as a team and play bigger enterprise roles.



Exec Ascend drew on a combination of diagnostic tools and frameworks, strategic thinking and a deep understanding of technology leadership and team dynamics to deliver a program that brought out the individual and collective strengths of our team.

Lisa intuitively understands what drives leadership behaviour and how to bring the best out of our people. She supports the team in taking risks to deepen trust, alignment and team accountability to drive high performance and execution. Lisa is highly accountable and adaptable in her approach and enjoys co creating and embedding leadership focus areas using clear metrics and evaluation.

Gerard Florian – ANZ

Group Executive, Technology