

BUSINESS CASE

Aligning technology with
business through leadership

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Challenge

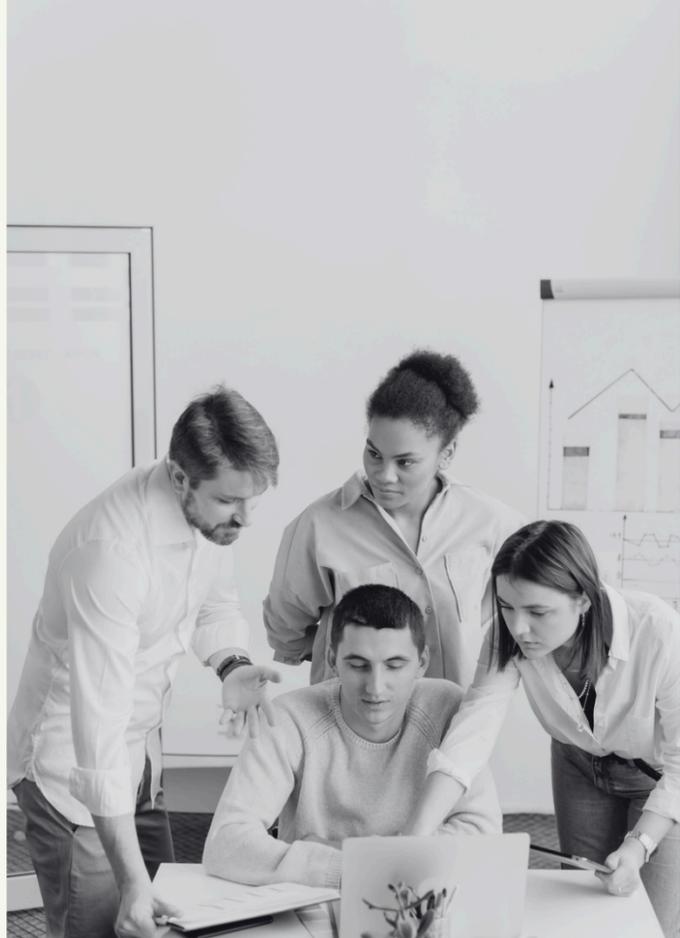
A leading industrial organization with a strong focus on tech innovation identified a key issue within its IT team: despite having highly skilled and committed professionals, there was a disconnect between their technical contribution and their strategic influence on the business. This gap limited the team's ability to act as a true driver of change.

Main challenges included an overly operational mindset, low involvement in strategic decisions, and limited ability to communicate IT's value in business-aligned terms. The impact of IT projects on company performance was often invisible to key stakeholders.

With the support of the CEO and HR, the company launched a cultural transformation starting with the tech function—aiming to reposition IT professionals as proactive leaders with cross-functional influence and business vision.

Talengo partnered with the organization to design and deliver **From Code to Lead**, a high-impact leadership development program for tech talent with leadership potential.





Solution

The program was structured into four sequential modules, combining experiential learning, practical tools, and reflective spaces.

All sessions were tailored to technical profiles, translating leadership concepts into their day-to-day reality.

1

Strategy

Developing business understanding and strategic vision.

2

Impact

Communication and influence tools to drive organizational impact.

3

Talent

Personal leadership and coaching others.

4

Inclusion

Collaboration, diversity, and inclusive leadership.



Results & impact

- **The program received outstanding feedback, with an average rating above 3.6 out of 4 across all modules.** Participants highlighted the practical relevance, the facilitators' expertise and approachability, and the usefulness of the tools and dynamics.
- **A clear mindset shift emerged:** stronger openness to strategy, cross-functional leadership, and diversity.
- **IT professionals began adopting more effective communication styles,** with a stronger awareness of how their actions impact the business.



Having an expert team that can turn leadership expectations and business priorities into practical guidance for technical teams is crucial to helping people advance into larger roles.



Keys to success

- **Tailored design:** Content aligned with IT culture and language—no generic models.
- **A progressive, modular pathway:** guiding participants from strategic understanding to the practical exercise of a more inclusive leadership.
- **Hands-on approach:** Action-based learning with immediately applicable tools.
- **Expert facilitators:** Trusted professionals who made complex ideas simple and relevant.
- **Strategic alignment:** The program was fully integrated with the company's business goals and reinforced IT's strategic role.

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*Ready to elevate your tech teams into strategic leadership roles?
Let's talk.*

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