



**TRANSFORM  
YOUR TOP  
ENGINEERS  
INTO INSPIRING  
TECHNICAL  
LEADERS**



MAKERS LEADERS

# WHAT IS MAKERS LEADERS?

**The UK tech sector is amid a profound skills shortage. As reported in TechUK's Digital Economy Monitor, 57% of businesses find the present talent shortage and access to skills among the most formidable barriers for their companies.**

Fixing this will require deliberate, strategic action. That's why Makers came into being: To create a new wave of tech talent for global businesses, quickly and at scale.

At first, our focus was on those starting their tech careers. Now, we're expanding our focus to another burning issue for UK businesses: A shortage of mission-ready technical leaders.

This shortage exists for understandable reasons. Engineers with world-class technical ability and excellent leadership skills are hard to come by – but they are the people who will drive your business forwards.

Like technical skills, you can learn leadership skills. That's why we've launched Makers Leaders. The programme's aim is simple: To create exceptional software engineering leaders.

**“Engineers have spent years getting good at their craft, and just as they do we throw them a new challenge – leadership. They go from being great, to being a beginner once again. Without support this can be really challenging – and cause people to give up on the leadership path entirely.**

**At Makers we've got a decade of experience of taking experienced people and helping them take on a new challenge. That's what we're doing with this programme – helping great engineers become great leaders.”**

Kay Lack, Chief Education Officer at Makers

# WHY MAKERS LEADERS?

The team at Makers are committed to developing technically skilled and commercially mature engineers. Our consistency and quality is why leading businesses trust us with training their future engineering leaders.

Our commitment to consistency is built on three key pillars:

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OUR INDUSTRY-LEADING EXPERTS

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OUR PIONEERING LEARNING PHILOSOPHY

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A PROGRAMME TRULY TAILORED TO YOUR BUSINESS

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“Getting great talent into British tech is critical to economic growth. It takes great leaders to support and grow great talent.

Makers Leaders helps exceptional engineers to become exceptional leaders. Amplifying their impact and their ability to support others.

Case method based learning accelerates growth in nous and judgement, short-cutting the journey to exceptional leadership.”

Claudia Harris OBE, CEO of Makers

# OUR INDUSTRY- LEADING EXPERTS

From day one, the core tenet of Makers has been ‘engineers teaching engineers’. It’s a principle that simply makes sense. People want to learn from the best, and from people who have had similar experiences to them. That’s why Makers produces such technically exceptional cohorts.

Anything we teach, we’ve done ourselves. Our experts know what it takes – and they’ll show your engineers how to follow in their footsteps.







**KAY LACK**, Chief Education Officer at Makers, leads the way in Makers technical training. She is addressing the gap of engineering leaders with a programme that fosters collaboration and technical excellence. Her innovative approach to developing leadership skills ensures businesses are well-equipped with effective leaders who can drive positive change in a rapidly evolving tech industry.

## Meet the team

**SEAN HAWKRIDGE**, the educational lead of Makers Leaders, has years of experience in industry as a successful technical leader. At Makers, he is committed to empowering our engineers through the tools and resources necessary for them to build and grow high-performing tech teams. Skilled in breaking down complex concepts and using leading pedagogical methods, Sean empowers his students to take their leadership career to the next level.



**CLAUDIA HARRIS OBE**, CEO at Makers, has created lasting change in the business world. Prior to joining Makers, Claudia has held several prominent leadership roles. From setting up The Careers & Enterprise Company as its founding CEO, as a partner at McKinsey & Co, and working in the healthcare team of the Prime Minister's Delivery Unit. She was awarded an OBE for Services to Careers Education, a reflection of her passionate commitment to helping people have work that they love.





# OUR PIONEERING LEARNING PHILOSOPHY

**We want to get our students talking and thinking. The case method hones critical judgement and expands the capacity for diagnosis and reflection. In other words, it creates thoughtful, well-rounded leaders.**

We've built Makers Leaders around the case method. The case method is a form of participatory learning used in the world's finest MBA programmes as a way of putting learners in the shoes of seasoned leaders.

We use it because it prepares students for the complex and often ambiguous challenges that come with technical leadership.

We challenge students by putting them in decision-forcing cases. But we also take this a few steps further.

At Makers, the cases we use are drawn from real-world leadership events in the organisation. We don't use sterile, off-the-shelf cases. Each Makers Leaders cohort will face its own unique challenges.

A Makers coach will facilitate a group discussion around the case. And all learners will proactively participate in solving the dilemma presented.

By making decisions in the face of pressure and conflicting data, they begin to exercise the leadership skills they will go on to use in business and beyond.

We create cases using anonymised stories and scenarios from your business. And we encourage students to bring problems and examples from their day-to-day work.

# A PROGRAMME TAILORED TO YOUR BUSINESS

**Our aim is simple: The highest impact in the shortest time. We're confident that Makers Leaders will transform your technical leadership far into the future.**

You develop your Leaders programme in partnership with us. We'll agree on the best course structure for your organisation and module themes.

We'll then immerse ourselves in your organisation. Makers will interview your best leaders and build an understanding of what your emerging leaders need.

As a result of this process, we extract cases that form the foundation of the curriculum. We tap into your organisation's unique challenges and scenarios. The final programme will accurately reflect you and your people.

We're happy to tailor the programme to your needs. Here are some examples of things we can adjust for you:

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## THE NUMBER OF MODULES

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**COHORT SIZE:** Ideally, the cohort size would be 16-20 learners. This size allows for lively case discussion sessions and makes for a diverse range of backgrounds, specialisms and perspectives. But, of course, we can discuss this.

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## COURSE LENGTH

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# CREATING EXCEPTIONAL LEADERS

## What the programme covers

A typical Makers Leaders programme comprises three or four 12-week modules, with a commitment of roughly 4 hours each week.

Modules typically consist of reading groups, 1:1s with coaches, small-group seminars and full-day sessions. The duration and format will be developed to suit you.

As an illustration, below are three modules from a recent course edition. These themes will differ depending on your needs. But they give you a glimpse of how the programme will operate.

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### TAKING THE REINS

Primarily soft-skill focused. We examined how to work as a leader and get the most out of your team.

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### BUILDING QUALITY TEAMS

A practical module. We looked at how to review code and use effective feedback to improve your team's work.

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### ARCHITECTING UNCERTAINTY

This part focuses on technical know-how. That is, how to plan and resource technical projects.

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## How we teach



### THE CASE METHOD

In the Case Method, we provide a challenging situation drawn from real events in the organisation, and put the learner in the shoes of the leader. A coach then facilitates a group discussion about what the learner should do.



### READING & DISCUSSIONS

Tools, techniques, and concepts can be very useful to learn. We typically spend the first part of each module reading and discussing a series of articles and excerpts designed to provoke learners' thinking and provide tools to apply in the practical & case sessions..



### PRACTICAL EXERCISES

We use practical exercises where it makes sense to do so. These stretch the 'technical' in 'technical leadership'. Our coaches come from technical leadership backgrounds and are familiar with modern professional engineering practices.



### INTERACTIVE SESSIONS AND DEBATE

We use questioning, discussion and debate with a support network of peers as well as truly interactive relationships with our coaches to drive the best learning outcomes.





## CASE STUDY

# From leading engineers to engineering leaders

## Our work with a major Big Four firm

Our client came to us with a problem. When they promoted their best engineers, they often felt unprepared for leadership. It's a familiar problem.

So we set out to create a technical leadership programme with these individuals in mind. With our client, we created a 36-week programme delivering three leadership skills modules to an initial cohort of 20 employees.

Since then, we've gone on to deliver the programme to over 50 employees across three cohorts, with the fourth primed to begin later this year.

## Programme impact

“The amount of care and attention put into ensuring this experience suits us is fantastic. The standard is always so high from Makers.

The learners really enjoyed being part of the programme, and a component of that is Makers' enthusiasm and willingness to adapt it around them, making learners feel they have ownership.

That's not something you get when you go through a cookie-cutter training course. It's a special thing that we've built here with Makers.”

Head of Engineering at Big Four consulting firm

“I've come away with a new set of tools to help me improve how I lead my team - both in terms of how we maintain quality and help each other grow.

It's especially great to see the emphasis on growing other people and I hope that this will become a bigger part of what it means to be an engineer at the firm as more people go through this programme.”

Makers Leader graduate

# Chosen by the best

From market leaders to disruptive challengers,  
we work with businesses across the UK and beyond.

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# READY TO UPSKILL YOUR ENGINEERS?

Get in touch today and  
talk to us about your  
challenge.

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