

[Program guide](#) · [Leadership coaching](#)

Leadership Program for International Tech Leaders

A 10–12 week one-to-one leadership journey for managers and senior professionals ready to step into (or accelerate) senior leadership roles.

DURATION

10–12 weeks

STRUCTURE

8 modules + capstone

PRICE

From €750 / 5 sessions

Book a free consultation →

fluentintechcoaching.com/leadership-coaching

Leadership, culture and communication, together.

This program is built for professionals in technology who work in English as a second or third language and are ready for senior leadership. It addresses the intersection of cultural identity, communication and career advancement that standard leadership programs often overlook.

You leave with a clear leadership identity, sharper executive presence, stronger stakeholder relationships and a concrete career strategy built on your strengths as a global professional.

Who it's for

- Engineering, product, data, design or operations leaders at manager level and above
- Non-native English speakers working in a largely Western tech culture
- High-potential leaders preparing for Director, VP or C-suite roles
- Leaders who want to lead authentically, cultural background and all

At a glance

- **Format:** one-to-one sessions of 60–75 minutes each week
- **Delivery:** online; recordings by agreement
- **Assessments:** cultural values, cultural intelligence, 360° feedback and leadership style (optional)
- **Capstone:** a real leadership project in weeks 9–10
- **After:** a 90-day accountability plan

What you'll achieve

- A confident leadership identity that integrates your cultural background
- Measurably stronger executive communication, presence and influence in senior settings
- Fluency in the unwritten rules of Western tech culture, adapting without losing yourself
- A career roadmap with a 1-, 3- and 5-year vision and concrete next steps
- A completed capstone project that shows your leadership growth in practice
- A resilience framework for the long game of senior leadership

THE CURRICULUM

Three phases, twelve weeks.

Phase 1 • Foundation

WEEKS 1–4

Self-awareness, communication confidence, cultural fluency and strategic influence.

WEEK	THEME	IN THE SESSION	BETWEEN SESSIONS
WK 1	Identity mapping Who are you as a leader?	Cultural values assessment; strengths inventory: what you bring that others don't; the "two worlds" exercise; defining your leadership brand	Write "My leadership story" in 500 words; name three moments your background was an advantage; start a daily 5-minute journal

WEEK	THEME	IN THE SESSION	BETWEEN SESSIONS
WK 2	Communication power & presence Being heard in every room	Video analysis of your style; PAR for concise storytelling; accent and authenticity; assertive vs. aggressive vs. passive	Record a 3-minute introduction; prepare PAR answers for five executive scenarios; speak first in two meetings
WK 3	Tech culture & unwritten rules What the org chart doesn't say	Directness and flat hierarchies; candid feedback; humor, small talk and informal relationships; power in hybrid teams	Map your organization's informal power structure; have one coffee chat with a senior stakeholder; note three unwritten rules
WK 4	Influence & stakeholders Leading up, across and beyond your title	Influence vs. interest mapping; self-advocacy scripts for reviews; managing up; sponsors vs. mentors	Complete your stakeholder map; draft review talking points; reach out to one potential sponsor

Phase 2 · Amplification

WEEKS 5-8

Executive presence, cross-cultural leadership, career strategy and resilience.

WEEK	THEME	IN THE SESSION	BETWEEN SESSIONS
WK 5	Executive presence Owning high-stakes moments	Presence audit: body language, voice, pacing; pitching your ideas; a simulated executive presentation; handling hostile questions	Deliver a recorded 5-minute executive update; prepare answers to ten tough questions; choose one high-stakes opportunity
WK 6	Cross-cultural team leadership Diversity as a strength	Cultural intelligence assessment; conflict role-plays; psychological safety; inclusive meeting facilitation	Hold 1:1s through a cultural lens; try one new inclusive practice; reflect on a past conflict
WK 7	Career architecture & visibility Designing your next move	1-, 3- and 5-year goals; LinkedIn and executive presence audit; internal and external visibility; navigating bias	Write a one-page career vision; update LinkedIn; pick one speaking or thought-leadership opportunity
WK 8	Resilience & sustainable leadership Leading for the long game	The cost of code-switching; boundaries and recovery; your personal board of directors; integrating your identity at work	Complete an energy audit; hold one wellbeing boundary for two weeks; name your personal board (3-5 people)

Lead in real time with a capstone project, then launch your next chapter.

WEEK	THEME	IN THE SESSION	BETWEEN SESSIONS
WK 9–10	Capstone leadership project	Define a real business challenge; weekly coaching on execution and stakeholders; a mid-point review of progress and pivots	Execute the project against weekly milestones; document decisions and outcomes; prepare a final presentation
WK 11–12	Integration & launch	Capstone presentation and debrief; writing your personal leadership manifesto; a short 360° feedback loop; forward planning	Finalize your 1–2 page manifesto; set 90-day goals with an accountability partner

COACHING PHILOSOPHY

Your background is a leadership asset.

The program is strengths-based and identity-affirming. Your language, your worldview and your experience of navigating several cultures are not liabilities to manage. They are assets to use.

Identity integration

You don't change who you are. You bring more of yourself, confidently and strategically, into your leadership.

Cultural intelligence

You adapt without assimilating, and lead across cultures without losing yourself.

Strategic execution

Every insight connects to a concrete action. Here, we build, do and measure.

How progress is measured

- Self-assessment across eight leadership competencies, before and after
- Optional 360° feedback from your manager, peers and direct reports
- A weekly reflection journal, discussed in sessions
- The capstone project, judged against success criteria agreed up front
- A 90-day check-in after the program

Recommended reading

- *The Culture Map*: Erin Meyer
- *Presence*: Amy Cuddy
- *Authentic Diversity*: Michelle Silverthorn
- *Dare to Lead*: Brené Brown
- *The Making of a Manager*: Julie Zhuo

Pricing and getting started.

One-to-one

€150 to €135 / session

Sessions of 60–75 minutes, in bundles of 5, 10, 15 or 25: the bigger the bundle, the less you pay for every session. The full program is 25 sessions: two a week for about 12 weeks, payable in 2 or 3 instalments. Others focus on one transition or one important meeting.

Getting started

1. A free consultation to check the fit and set goals
2. An intake questionnaire
3. Choose assessments and agree success measures
4. Book your first session

BUNDLE	PRICE	PER SESSION	YOU SAVE	VALID FOR
5 sessions	€750	€150	Starting price	3 months
10 sessions	€1,450	€145	€50	3 months
15 sessions	€2,100	€140	€150	6 months
Full program (25 sessions)	€3,375	€135	€375	6 months

Refer someone and get a free session: when a person you refer buys a bundle after their free call, I add a free session to your bundle.

Bigger bundles add more of the program: a stakeholder map and a recorded executive update at 10 sessions, assessments and support between sessions at 15, and the full program with a real leadership project, a written audit, a 90-day plan and a 60-day check-in at 25. Interviewing for a staff, principal, director or VP role? Senior interview coaching is part of this coaching, with the Executive Interview program. Programs start on a rolling basis. For groups, the Leadership Circle cohort and private team cohorts are available. See Programs on the website.

“Your accent is not a barrier. It is evidence of the worlds you’ve navigated to get here. Now let’s make sure the rest of the room knows it too.”

Mark Parfenov

NEXT STEP

Book a free consultation

Tell me where you are now, where you want to be and what's in the way. You'll leave the call with a clear recommendation from me, whether or not we decide to work together.

Book a free consultation →

BOOK

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