



## Courses, coaching, career guidance: How 5 Chicago tech companies help new leaders grow

By Andreas Rekdal | February 7, 2018

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In a fast-growing industry like tech, many employees find themselves with more leadership opportunities, and responsibilities, than they've ever had before.

Growing as a leader inevitably involves some degree of trial and error, but having a support system can make a huge difference. That said, there isn't just one way to support new leaders. We spoke to five local tech companies about their approaches, and what employees take away from the experience.

### **SMS Assist**

[SMS Assist](#) uses technology to streamline repair and maintenance processes for Fortune 500 companies who manage multiple properties. To support its efforts to promote from within, the company established a leadership development program, SMS University, in 2014.

SMS University introduced two new programs for Chicago employees this year: Amplify! and Anthology. Amplify! brings emerging leaders from across the company together for professional development workshops and opportunities to learn from executive-level leadership. Anthology pairs new leaders with more experienced mentors to support them as they grow into their new roles.

"The Amplify! program opened my eyes to a whole new way of thinking and communicating and has been a tremendous help both professionally and personally," said training and development coordinator Doug Cochrane. "Knowing the company really wants us to grow — and invests so much in developing leaders from within — it's incredibly energizing."