



Tactical Leadership

- How do you prioritize and manage competing IT projects to ensure alignment with the business needs?
- How do you ensure IT projects stay on time and within budget, especially when unforeseen issues arise?
- What processes or tools have you implemented to improve your team's efficiency and productivity?
- What strategies do you use to ensure IT systems and processes are running efficiently and cost-effectively
- How do you approach building trust and strong relationships with your executive stakeholders?

People Leadership:

- How have you built and maintained high performing technology teams
- What is your approach to attracting, retaining and developing talent with your technology team
- How do you foster diversity, inclusion and collaboration in your teams
- How do you have conflicts or disagreements within your team, especially when they involve senior stakeholders or competing priorities
- What is your process for identifying and addressing performance issues within your team(s)

Strategic Leadership

- What is your process for developing an IT strategy that supports and drives the overall business vision?
- How do you ensure your technology roadmap remains flexible to adapt to changing market conditions or business priorities?
- What is your approach to identifying and capitalizing on emerging technologies to create a competitive advantage?
- How do you measure the success of your strategic initiatives, and how do you communicate progress to stakeholders?
- How do you prioritize investments in technology to deliver the greatest business value?

Behavioural traits

- What motivates you as a leader, and how do you inspire and motivate your teams, especially during challenging periods?
- How do you balance being decisive with being collaborative when making key decisions?
- Can you provide an example of a time when you changed your initial decision based on team or stakeholder input?
- How do you typically approach decision-making when faced with incomplete information or ambiguity?
- Can you describe a time when you received constructive feedback and how you applied it to improve your performance?