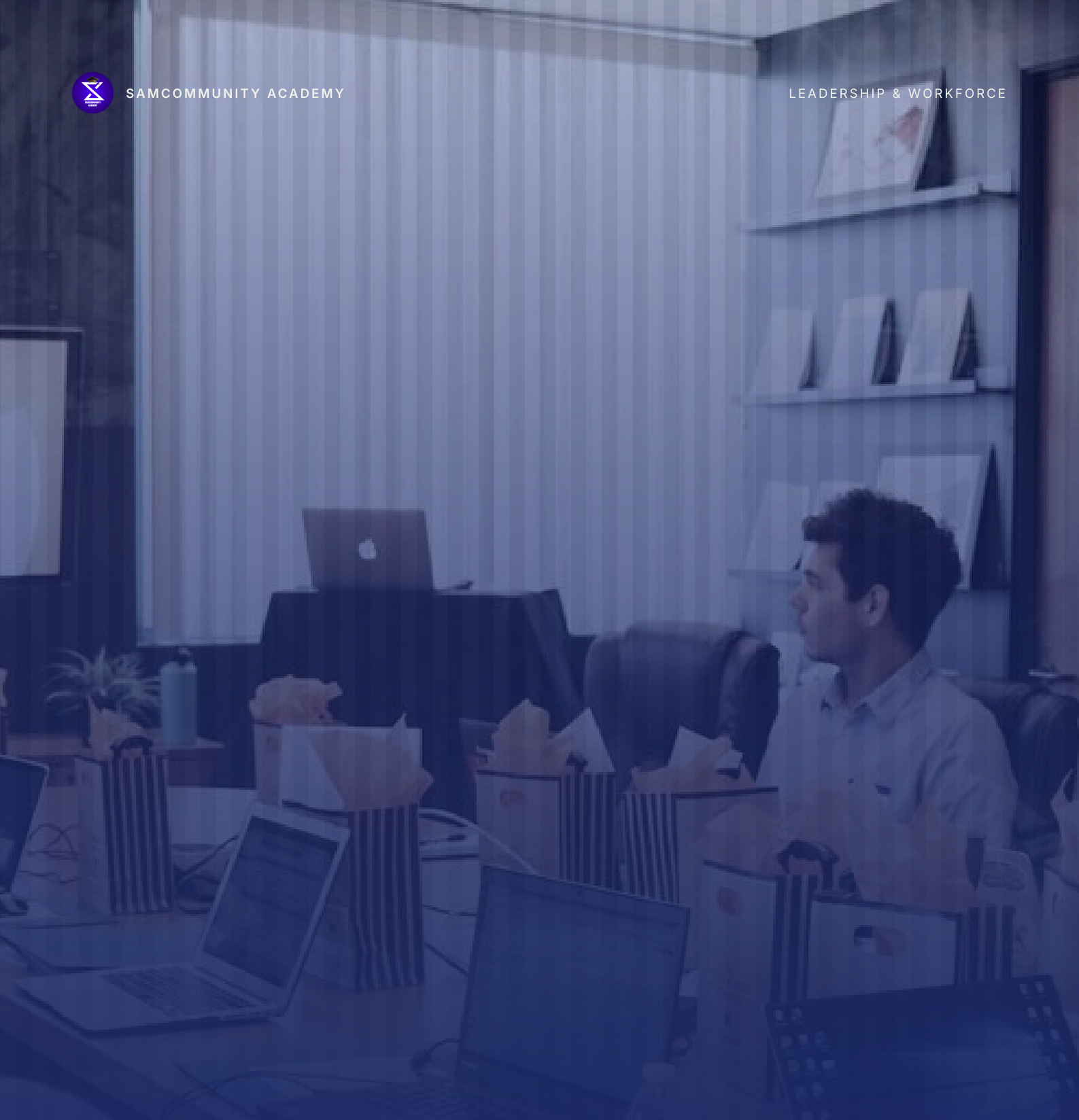


LEADERSHIP & WORKFORCE DEVELOPMENT · ADVANCED

Tech Lead Transformation Program

From senior engineer to tech lead.

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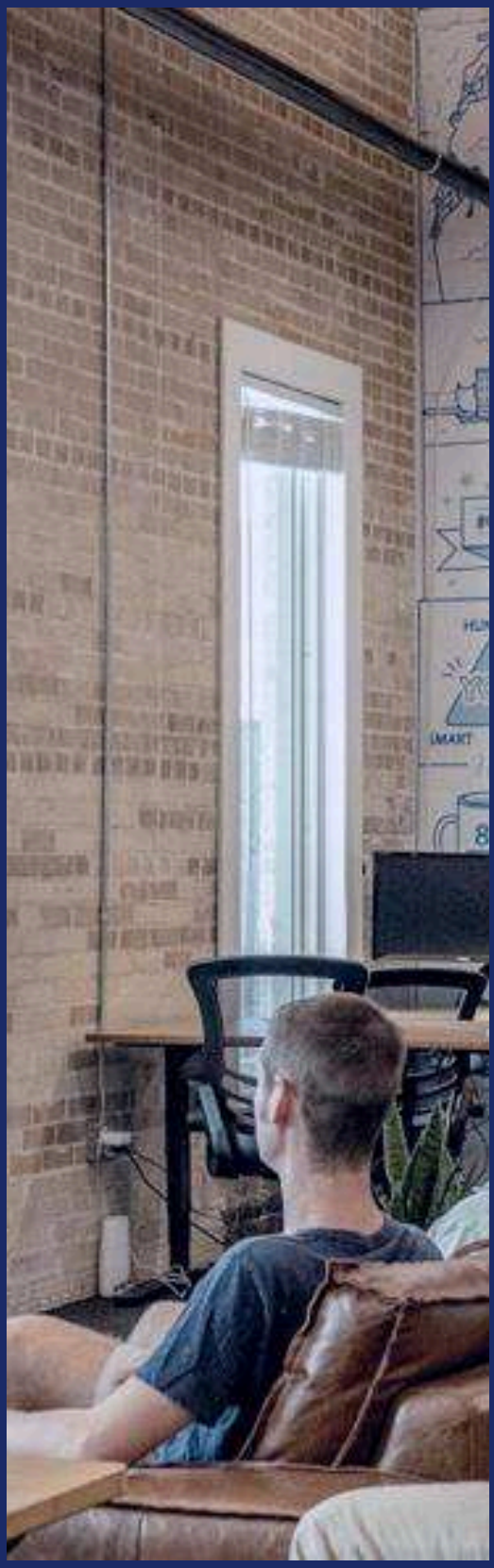
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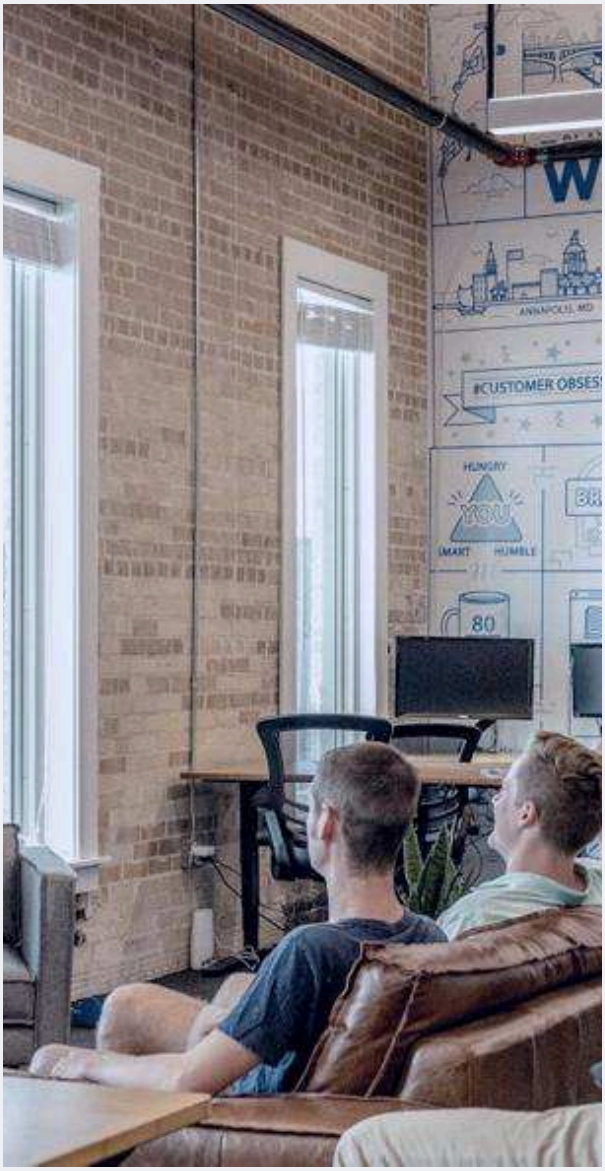


LEVEL	Advanced
DURATION	56 Hours
MODULES	7
CERTIFICATE	SAM-TLTP

Why this program

Develop the technical, delivery and people skills tech leads need.

The step from senior engineer to tech lead is less about writing more code and more about guiding decisions, people and delivery. Many new tech leads struggle to balance hands-on work with leadership. This program builds the skills to lead technical design, write clear decision records, mentor engineers, plan and deliver work, and communicate effectively across teams.



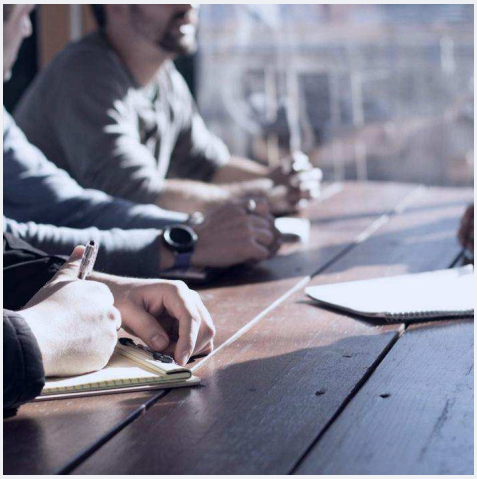
56 hours of compact, practical sessions

7 focused modules, built around real work

3 projects plus a capstone presentation



Who this program is for



01

New managers

Manager bootcamp and communication skills

02

Delivery teams

PMP, Agile & Scrum, ITIL 4

03

Technology leaders

Team leadership, strategic IT, CTO program

04

HR & L&D teams

Fresher, lateral and reskilling programs

PREREQUISITES

- Several years of software engineering experience
- Experience with system design discussions
- Current or upcoming tech lead responsibilities

DESIGNED FOR

- Tech Lead
- Senior Software Engineer
- Staff Engineer (Aspiring)
- Lead Developer
- Engineering Manager (Aspiring)

What you'll be able to do.

01 Lead system design discussions and evaluate architectural trade-offs

02 Document technical decisions using RFCs and ADRs

03 Mentor engineers through pairing, reviews and feedback

04 Break down work and plan delivery with reliable estimates

05 Manage technical debt, quality and operational reliability

06 Communicate technical direction to stakeholders across teams

How the program works

The Tech Lead Role

Tech lead responsibilities, Balancing coding and leading, Tech lead vs engineering manager, Building trust and credibility.

Technical Design Leadership

System design fundamentals, Evaluating trade-offs, Scalability and reliability patterns, Writing RFCs and ADRs.

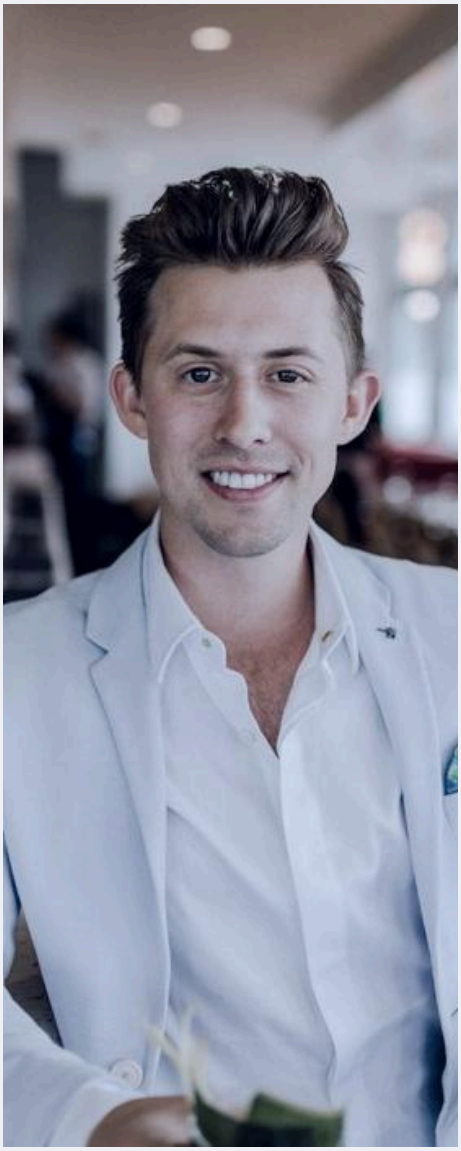
Code Quality and Technical Debt

Effective code reviews, Engineering standards, Testing strategy, Technical debt identification.

Mentoring and Growing Engineers

Mentoring vs coaching, Pair and mob programming, Constructive review feedback, Delegating technical ownership.

01 · The Tech Lead Role	6 hrs
02 · Technical Design Leadership	12 hrs
03 · Code Quality and Technical Debt	8 hrs
04 · Mentoring and Growing Engineers	8 hrs
05 · Planning and Delivery	10 hrs
06 · Cross-Team Communication	6 hrs
07 · Leading Through Change	6 hrs
★ Capstone · Tech Lead Leadership Case	



The curriculum

MODULES 01–03

01 The Tech Lead Role

6 HOURS

Practical: Map your current week and redesign it for the tech lead balance.

- Tech lead responsibilities
- Balancing coding and leading
- Tech lead vs engineering manager
- Building trust and credibility
- Personal time allocation

02 Technical Design Leadership

12 HOURS

Practical: Write an RFC for a new service and run a peer design review.

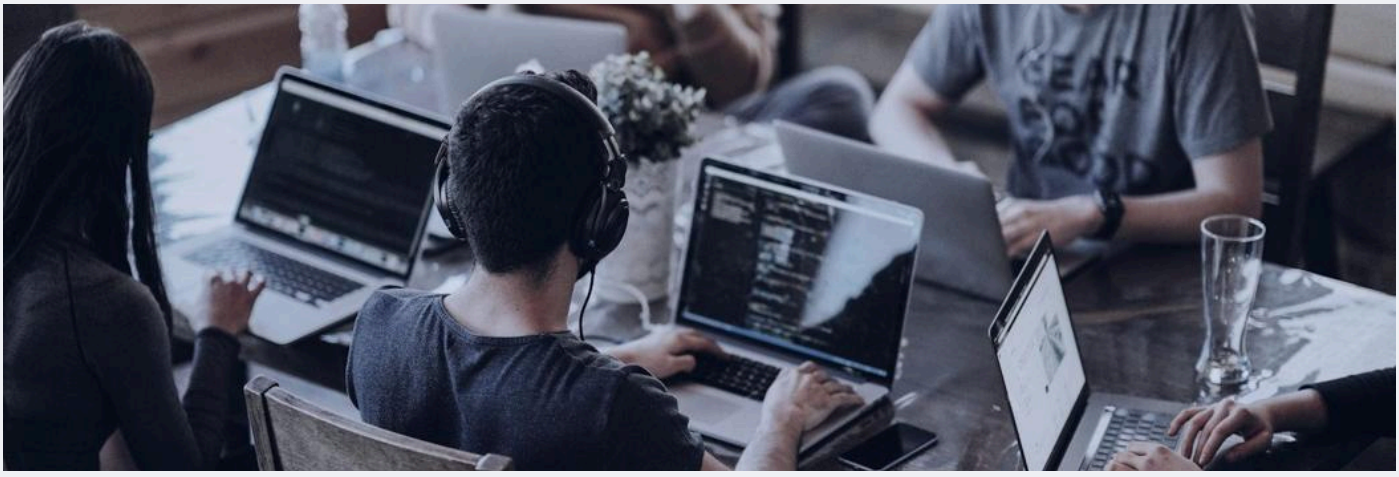
- System design fundamentals
- Evaluating trade-offs
- Scalability and reliability patterns
- Writing RFCs and ADRs
- Running design reviews
- Security and privacy by design

03 Code Quality and Technical Debt

8 HOURS

Practical: Audit a sample codebase and produce a prioritised technical debt register.

- Effective code reviews
- Engineering standards
- Testing strategy
- Technical debt identification
- Refactoring plans
- Using AI coding assistants responsibly



Curriculum, continued

MODULES 04–05

04 Mentoring and Growing Engineers

8 HOURS

Practical: Role-play a mentoring session and give structured feedback on a pull request.

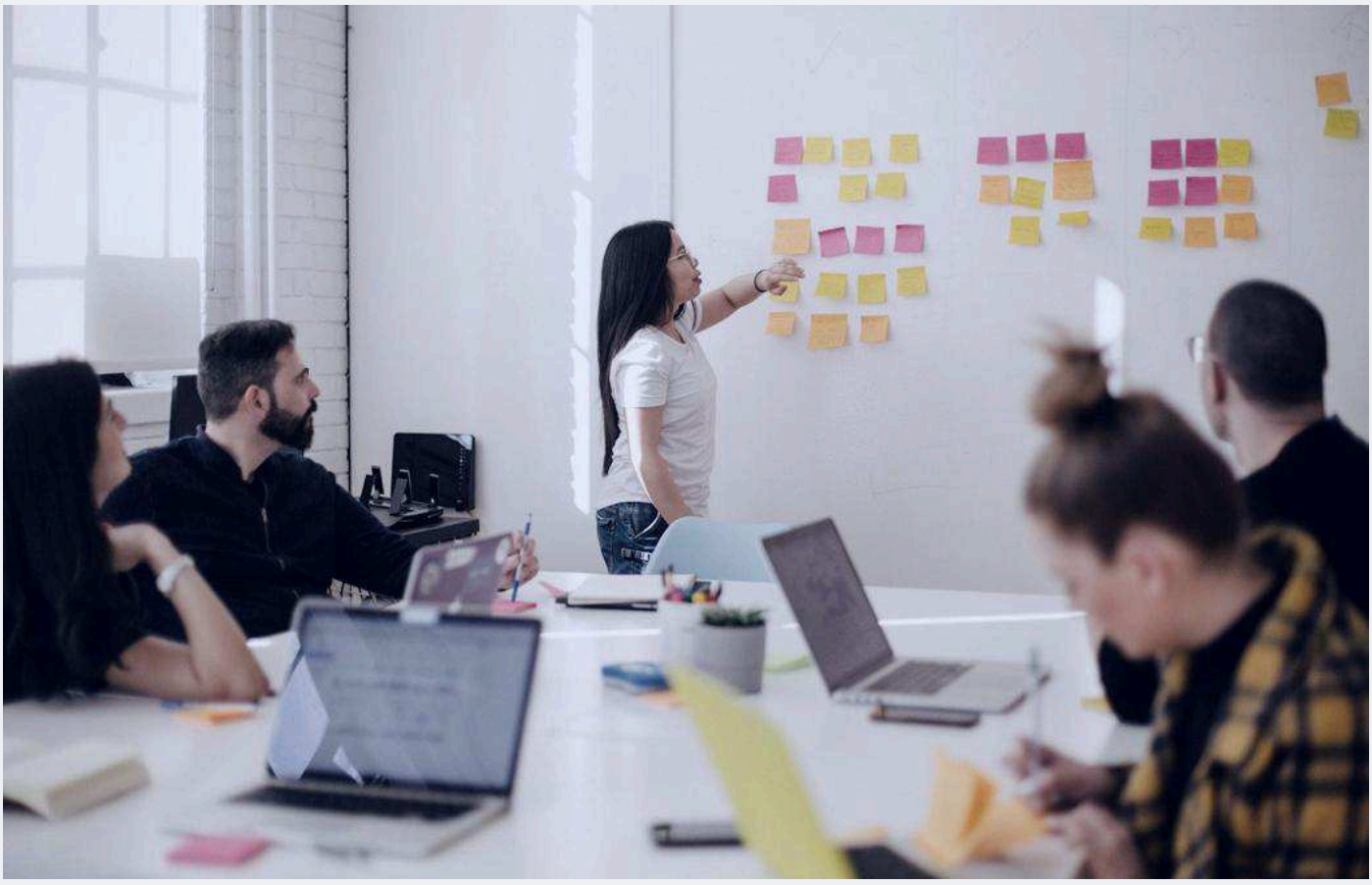
- Mentoring vs coaching
- Pair and mob programming
- Constructive review feedback
- Delegating technical ownership
- Supporting career growth

05 Planning and Delivery

10 HOURS

Practical: Break down a feature into milestones, estimates and a risk-aware delivery plan.

- Breaking down epics and milestones
- Estimation approaches
- Managing dependencies and risk
- Delivery metrics and DORA
- Release and incident management
- Handling scope change



Curriculum, continued

MODULES 06–07

06 Cross-Team Communication

6 HOURS

Practical: Present a technical trade-off to a mock product and business stakeholder panel.

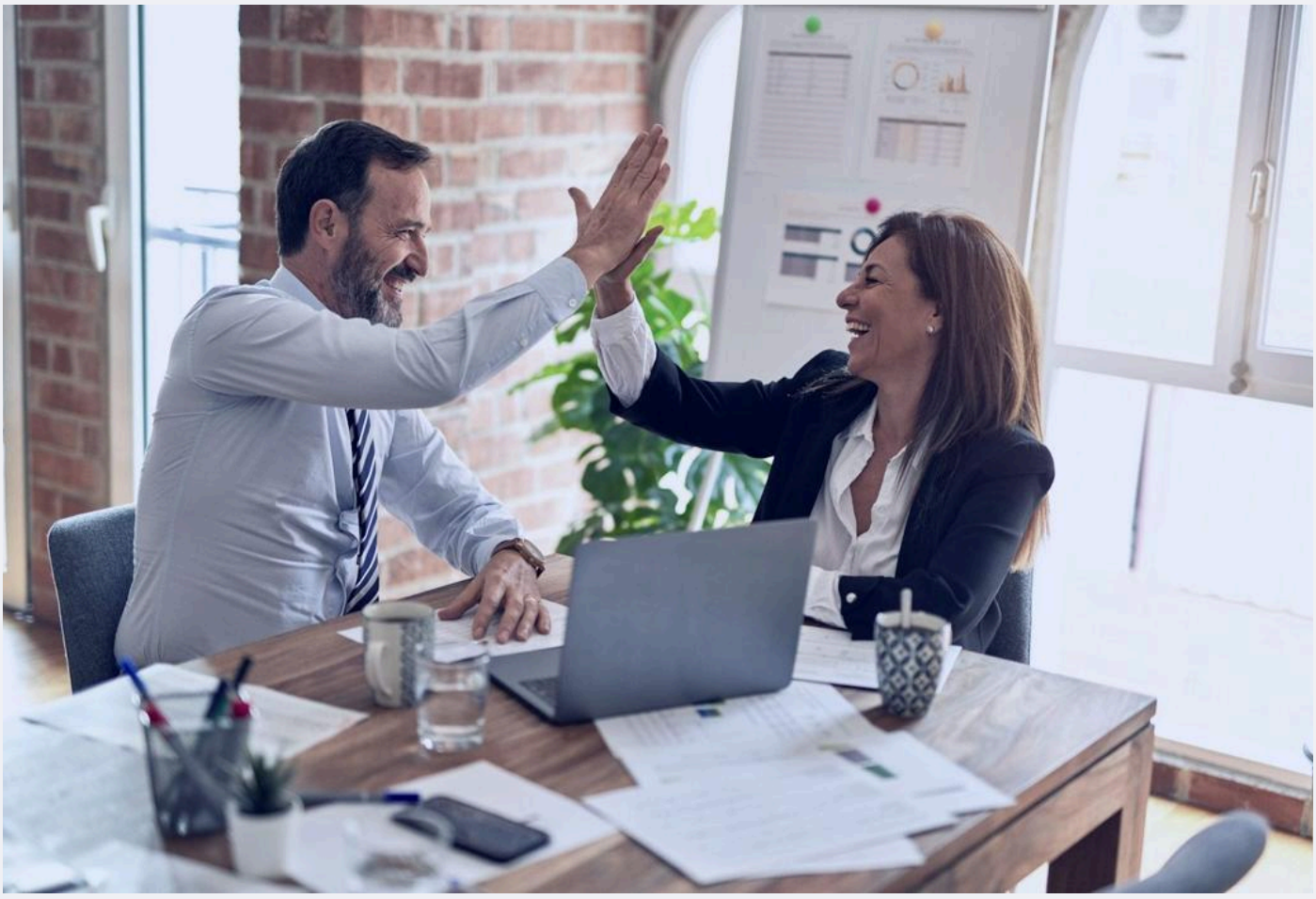
- Working with product and design
- Explaining technical trade-offs
- Status reporting
- Negotiating priorities
- Facilitating technical meetings

07 Leading Through Change

6 HOURS

Practical: Lead a blameless post-mortem for a simulated production incident.

- Handling conflict in technical teams
- Driving adoption of new practices
- Incident leadership and post-mortems
- Building team culture
- Personal development plan



What you'll focus on.

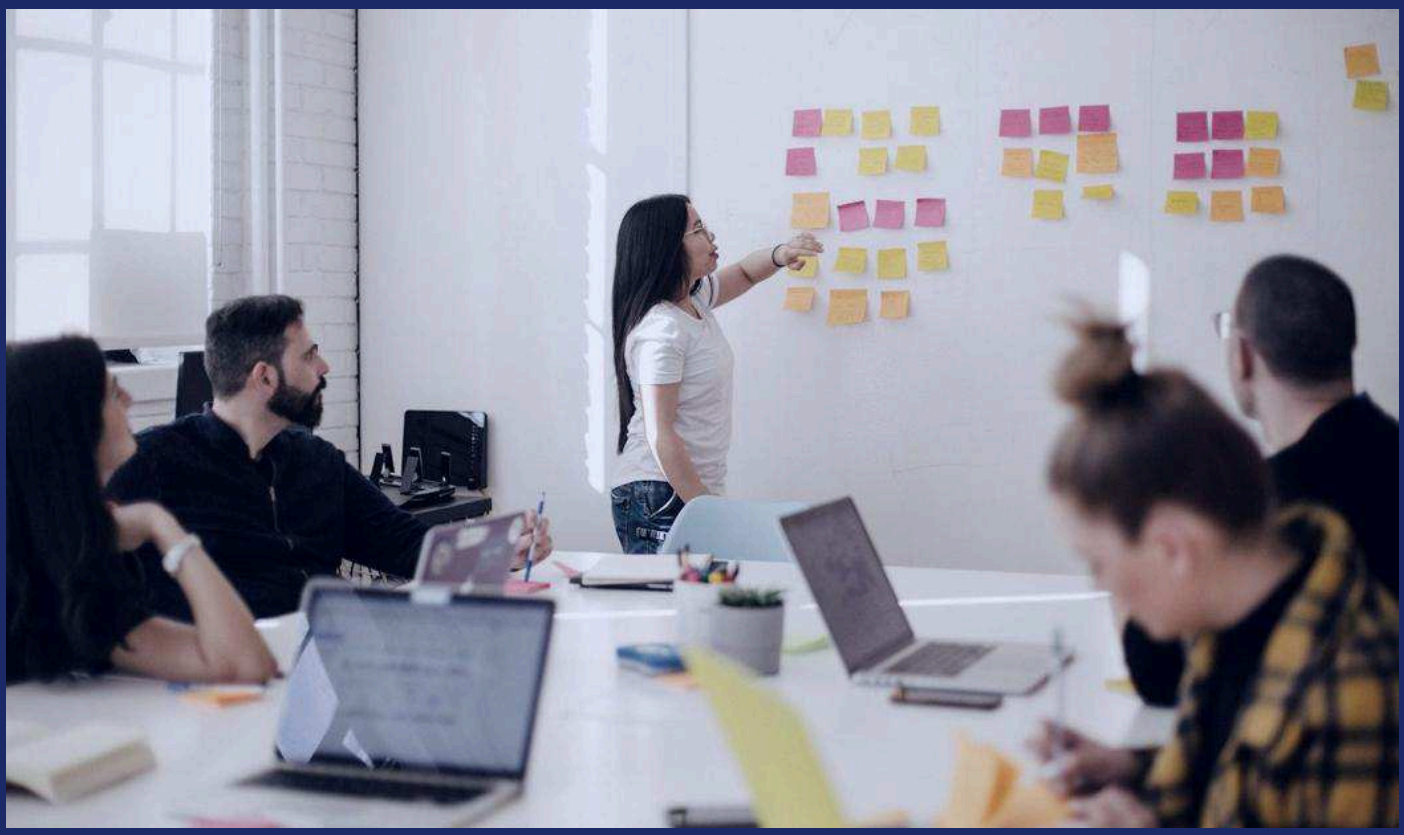
The Tech Lead Role 01

Technical Design Leadership 02

Code Quality and Technical Debt 03

Mentoring and Growing Engineers 04

Planning and Delivery 05



Projects & capstone

01

RFC and ADR Set

Write an RFC and supporting architecture decision records for a realistic system change, including alternatives and risks.

02

Tech Debt Roadmap

Assess technical debt in a sample system and build a phased remediation roadmap with business justification.

03

Delivery Plan

Create a milestone-based delivery plan with estimates, dependencies, risks and communication cadence for a feature.



CAPSTONE

Tech Lead Leadership Case

Lead a simulated project through design, planning, mentoring and an incident, producing an RFC, delivery plan and post-mortem, then present your decisions and leadership approach to a review panel.

CERTIFICATION

SAM-TLTP

Awarded on successful completion of the program assessments.

- MCQ assessments
- Practical lab evaluation
- Project & capstone review
- Final presentation

HOW YOU LEARN · THE SAM LEARNING FRAMEWORK™

01 Scenario

Real-world attack and use-case scenarios open every module.

02 Apply

Hands-on lab work, CTF challenges and live projects.

03 Master

Assessment, peer review and certification prep.

04 Mentor

Post-program career guidance and support.



Delivery: Instructor-Led (ILT) · Virtual Instructor-Led · Self-Paced Online · E-Learning Licensing · Blended Learning · Corporate Onsite

Where this program fits

Foundation	Intermediate	**Advanced**	Expert	Executive
5 programs	4 programs	You are here	2 programs	1 programs

BEFORE THIS

Project Management for IT (PMP Prep)	56 Hours
Agile & Scrum Master Certification	32 Hours
ITIL 4 Foundation	32 Hours
Lateral Hire Upskilling Program	80 Hours

UP NEXT

CTO / Technology Leadership Program	48 Hours
Enterprise Technology Capability Building	Custom



Questions, answered

Do I need prior experience to join?

Yes. This advanced program is for experienced engineers who are, or will soon be, tech leads. You should be comfortable with software development and have taken part in design and code review discussions.

How is the program delivered and scheduled?

Delivery is instructor-led, either live virtual or blended with in-person sessions. Batch timings, weekday or weekend options and corporate cohort schedules are confirmed at enrolment, with session materials provided for revision.

What certification will I receive?

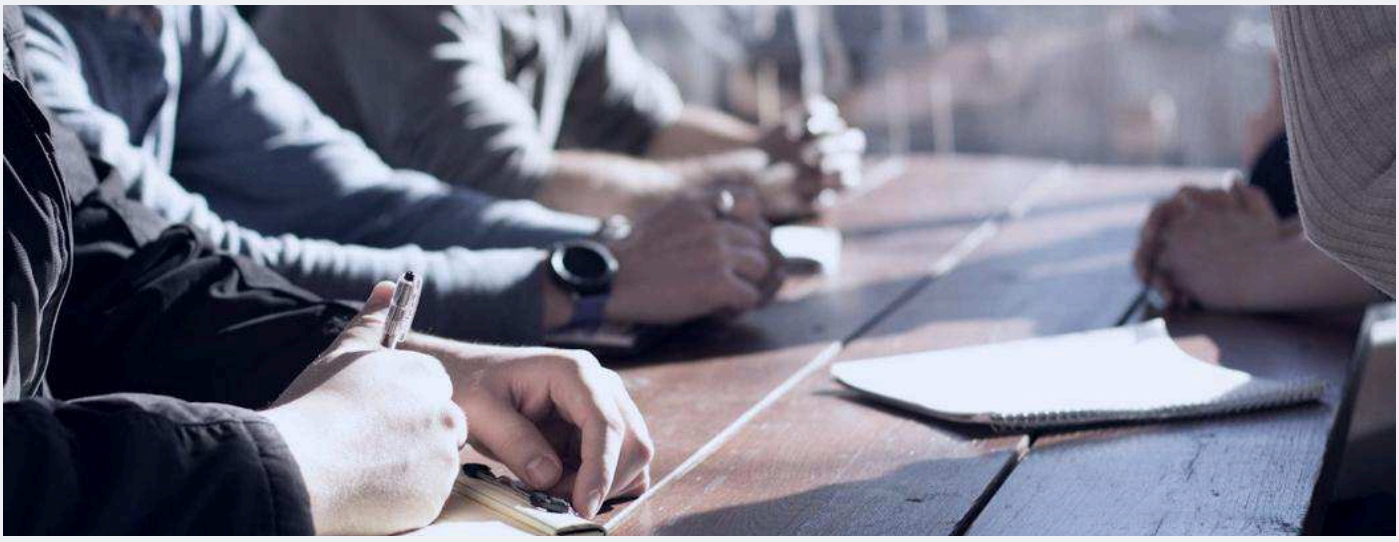
Learners who attend the sessions and pass the required assessments receive the Samcommunity Academy SAM-TLTP certificate of completion. It recognises the skills demonstrated in the program and is not a third-party vendor credential.

Will I get access to labs, tools and materials?

Yes. Learners work on design exercises, sample codebases, RFC templates and delivery planning tools. A laptop with a code editor and Git is sufficient; repositories and templates are provided during the program.

Is career support included?

Learners receive guidance on applying the skills at work, including mentor discussions and, where relevant, resume or portfolio feedback. Samcommunity Academy does not guarantee jobs, promotions or salaries; outcomes depend on individual effort.





SAMCOMMUNITY ACADEMY

CONTACT

Begin with Tech Lead Transformation Program.

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