



mntech™



ACE LEADERSHIP PROGRAM

Developing the Leaders That Will Drive Minnesota's Technology Community Forward

The ACE Leadership Program develops technology leaders ready to lead with confidence, influence, and impact across Minnesota's tech ecosystem. This six-month, cohort-based experience brings together emerging and mid-level leaders for six immersive, day-long sessions focused on practical leadership growth and real-world application.

Through executive mentorship, applied leadership development, and peer learning, participants strengthen core leadership skills, clarify their leadership identity, and expand their professional networks. ACE equips leaders to drive stronger outcomes within their organizations while contributing meaningfully to Minnesota's broader technology community.

PROGRAM HIGHLIGHTS



Executive Mentorship

Each ACE participant is paired with a senior technology leader who serves as an executive mentor throughout the program. Participants meet with their mentor **three times over six months**, receiving individualized guidance on leadership growth, career navigation, and real-world challenges. These structured touchpoints reinforce learning between sessions and provide executive-level perspective.



Immersive Leadership Development Experience

Each day-long session blends insight with application. Sessions feature presentations from MnTech leaders and expert facilitators, interactive and simulated exercises, guest lectures and fireside chats with executive leaders, and panel discussions. Participants actively practice new skills and connect learning directly to their work.



Capstone: Present Your Path to Success

The ACE capstone brings leadership growth into focus. Through a final presentation, participants articulate key learnings, define next-step leadership goals, and receive feedback from industry executives—building confidence, accountability, and clarity moving forward.

SESSION TOPICS

Each session includes a presentation from and discussion with a senior executive who will share lessons learned in their areas of expertise.

- **Building Your Leadership Brand & Strengths-Based Leadership**
- **Developing and Activating Networks**
- **Leading Through Change & Conflict**
- **Engaging the Broader Ecosystem**
- **Communicating for Results**
- **Capstone: Presenting Your Path to Success**

PROGRAM DATES

Spring Cohort

Session 1 | Thursday, April 16
Session 2 | Thursday, May 14
Session 3 | Thursday, June 11
Session 4 | Thursday, July 9
Session 5 | Thursday, August 13
Session 6 | Thursday, September 10

Fall Cohort

Session 1 | Thursday, September 17
Session 2 | Thursday, October 8
Session 3 | Thursday, November 12
Session 4 | Thursday, December 10
Session 5 | Thursday, January 14
Session 6 | Thursday, February 11

PROGRAM TUITION

2026 Program Tuition: \$4,000

This tuition reflects a comprehensive, six-month leadership development experience that includes six immersive, day-long sessions, executive mentorship, expert facilitation, and a capstone presentation. **Tuition also includes invitations to MnTech signature events**, providing ACE Leaders with expanded access to Minnesota's technology community and additional opportunities for learning, visibility, and connection.



Program Leadership

The ACE Leadership Program is owned and led by MnTech and grounded in deep relationships across Minnesota's technology ecosystem. Program leadership ensures ACE remains responsive, relevant, and connected to the real leadership challenges facing today's technology leaders.

Joel Crandall, *President & CEO, MnTech*

Ismail Ali, *Program Director, MnTech*

Program Facilitators

ACE is delivered in partnership with trusted leadership practitioners who bring experience in leadership development, organizational strategy, and facilitation.

Dr. Linda Schubring, *CEO & President, Leadership Vision Consulting*

Brian Schubring, *Founder, Leadership Vision Consulting*

Rachel Nelms, *Principal & Founder, formations consulting*

Guest Lectures & Speakers

Throughout the program, ACE Leaders engage directly with senior leaders through guest lectures, fireside chats, and panel discussions—gaining insight into leadership, decision-making, and organizational impact across the tech ecosystem.

Panelists: ACE Alumni & Technology Leaders

ACE Leaders also learn from **15–20 panelists** throughout the program, including ACE alumni and technology leaders. These conversations offer candid perspectives on leadership journeys, lessons learned, and navigating complex organizational environments—while strengthening connections within the ACE community.

WHO MAKES ACE WHAT IT IS

PROGRAM LEADERS



Joel Crandall
*President and CEO,
MnTech*



Ismail Ali
*Program Director,
MnTech*

CO-FACILITATORS



Dr. Linda Schubring
*CEO and President,
Leadership Vision
Consulting*



Brian Schubring
*Founder, Leadership
Vision Consulting*



Rachel Nelms
*Principal and Founder,
formations consulting*

PREVIOUS GUEST LECTURERS



Jamie Thingelstad,
*Chief Technology
Officer, SPS Commerce*



Jake Krings
*Vice President, Global
Supply Chain and
Logistics, Target*



Zach Highes
*Vice President, IT
Infrastructure and
Operations, CHS Inc.*



Matt Kucharski
President, Padilla



Rama Kulasekaran
*Head of Digital Products
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LEARN MORE OR SIGN UP FOR THE NEXT COHORT

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MnTech.org/talent/ace-leadership