

CIO THE TWENTY-FIRST CENTURY CIO ACADEMY

Leaving a Legacy



CIO in Action:

Leaving a Legacy

- **Defining a Legacy:** *A Roadmap for Transformation*
- **Developing Leadership:** *Key to in Building a Legacy*
- **Understanding Culture:** *The Environment for Change*
- **Promoting People:** *Hiring and Retaining for Building the Legacy*
- **Meeting Expectations:** *Practical Aspects of Leaving the Legacy*
- **Open Forum:** *Open Discussion and Questions*

Developing Leadership:

Key to in Building a Legacy

- **Creating the Vision:**

- *Draw on the agenda, mission, and environment of the organization.*
- *Describe what you want to see in the future.*
- *Be specific to your organization.*
- *Be positive and inspiring.*
- *Be open to dramatic modifications to current organization and do not assume it will have the same framework as it does today.*

- **Developing the Strategy:**

- *Capitalizing on opportunities*
- *Addressing challenges*
- *Providing the kind of leadership that masters change*

- **Determining the Proof Points:**

- *Measure the outcomes*
- *Benchmark with other government organizations*
- *Quantify and report regularly on measurable results*

Developing Leadership:

Developing Leadership Qualities

- Leadership Qualities in Public Sector CIO Role:
 - Strategists
 - Relationship Architects
 - Catalyst and Convener
 - Mentor
 - Good communication skill
 - Honesty
 - Visionary outlook
 - Ability to build a good team
 - Ability to motivate people around the vision
 - Consistency
 - Ability to stand against critics

“Jack of all trades and master of them all”



Understanding Culture:

The Environment for Change

- **Managing the IT Environment...** Fighting the silos while building the enterprise
- **Dealing with Politics...** Politics are alive and real for CIOs working in government...
- **Enhancing Employee Performance...** Creating an innovative environment without incentives to promote change.
- **Building Collaborative Partnerships...** Collaboration with program and technology partners is critical
- **Celebrating Success...** Success breeds success.

Promoting People:

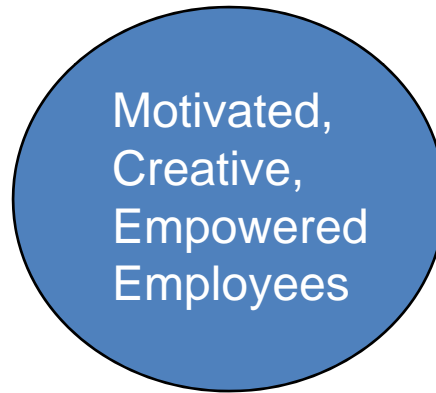
Motivating Employee for Building the Legacy

Purpose:

What does the IT organization contribute?

Vision:

What is “a day in the life of our Government customers”?



Value Proposition:

How do we improve IT services while lowering cost.?

Mission:

What is the “end” we Ultimately want to achieve?

Setting Expectations:

Practical Aspects of Leaving the Legacy

- Understanding the cultural barriers and opportunities
- Don't wait to be asked – Claim a seat at the table
- Changing role of Government – Today vs. Tomorrow
- Managing political transition in government
- Understanding Public Sector / Private Sector ever-changing relationships

CIO in Action:

Leaving a Legacy

- Open Forum
 - Lessons Learned
 - Discussion

Contact Information:

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