***A Dozen or so “Things I See”, that I’m talking about with various clients. I have the “Spider sense”, that some of these are likely true to some extent in many organizations. They are not just I.T. oriented. Not in any order either.*** 6-12-11 issue

• [**Subject on 5/29 video on my website**]The importance of process skills/perspective, as part of continual business based communication, & alignment.

• Need for pervasive Mentoring, and leadership development, not only of “emerging leaders” but of the 2nd generation down

• Horizontal collaboration & thoughtful communication, both internally & externally. This communication must be conversational/persuasive/relationship building & maintaining [i.e., small talk].

• Outside connections /exchanges, non-competitive. Likely somewhat diverse. To learn. To plan better

• Making tough decisions faster, with disciplined follow through, in a transparent manner. The use of time.

• Clear & continual reality limits on “how much is enough”. In multiple dimensions Communicated!!

• **[ next video on my website]** Being able to “Drop your ‘Tools’ of Identity”. At least for a situation. Maybe fundamentally.

• Trust. Extensively worked. Divergent

* Financial Acumen. Continually spoken to, & acted upon, on the part of ***ALL*** I.T. staff leaders
* Security- In the fullest sense. Identified accountability
* Leaving a Legacy –Why, When, What???
* Internal Consulting. Part of I.T.’s responsibility
* Deep partnering with H.R

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