The CIO's Cookbook
People

Leading Thoughts

1 | An iPhone™ model typically outlives your most talented employee, unless you provide AppleCare for your employee

2 | Cross-skilling, job rotation and leadership development will accelerate employee and organizational growth.
"Just because some people can do something with little or no training, it doesn't mean that others can't do it with training" – Dr. Carol Dweck
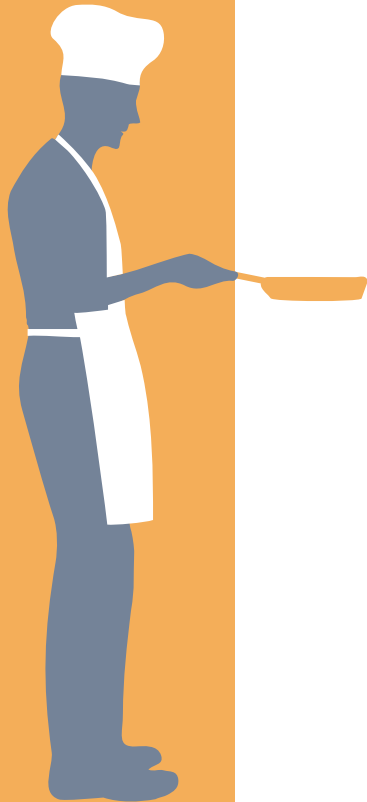
3 | Innovation comes from thinking outside the "operational" box. BRING YOUR OWN WINGS

4 | A "Wow" culture is a cocktail of diversity, inclusivity, new-age and adaptive thinking and a consistent, geography agnostic mindset

Considerations

1 | Know your brand. Build cognizance of how you are perceived online and otherwise

2 | Engage with universities and communities to share D&I, vision, strategy and growth stories

3 | Empower employees to be brand ambassadors

4 | Hire for the right values, competence and cultural fit

5 | Demonstrate impacts on corporate growth from skill, innovation and employee development investments

6 | Build a strong leadership development framework to hire, develop, retain and promote talent

7 | Build an agile and engaging performance management culture

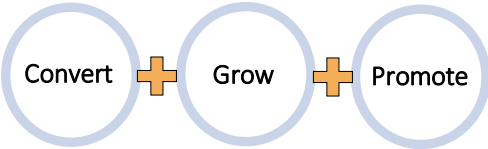**8** | Create a brand bandwagon from your departing talent. Stay connected
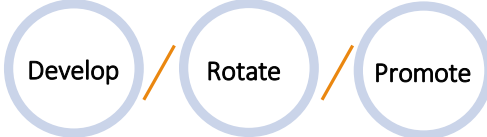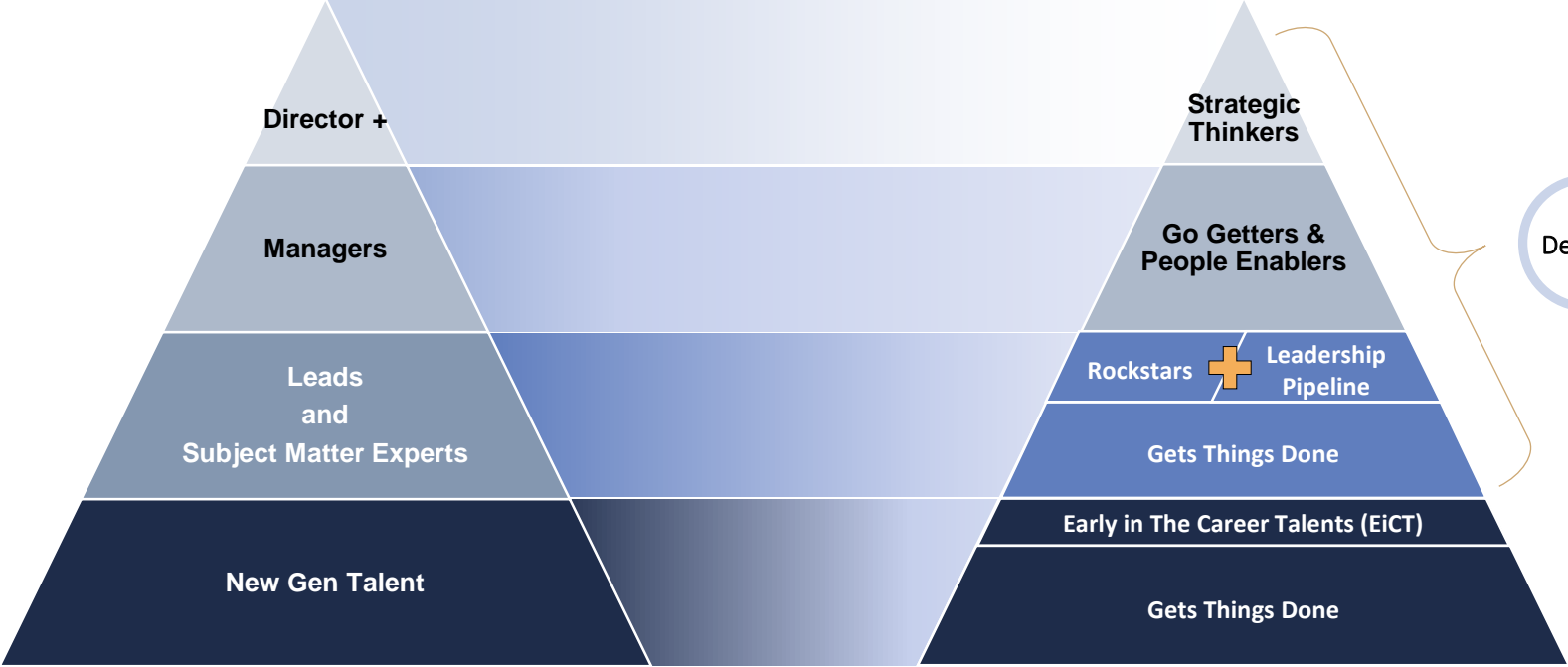
Rethinking The Resource Pyramid

From This → To This

And Give Them **Accelerated** Growth

From This:
- Director +
- Managers
- Leads and Subject Matter Experts
- New Gen Talent

To This:
- Strategic Thinkers
- Go Getters & People Enablers
- Rockstars + Leadership Pipeline
- Gets Things Done
- Early in The Career Talents (EiCT)
- Gets Things Done

Develop / Rotate / Promote

Convert + Grow + Promote

Accelerated Path!

Talent Development

An in-house "Talent Development" process (learn a new technology, skill, or function when you have time) where you can help solve some very complex and interesting challenges.

- The tool matches employees to projects based on their skills
- Helps build a consistent culture and global mind set
- Enables cross collaboration across geographies
- Opportunity to leverage available resources instead of hiring contractors