

# DISCUSSION ON RECRUITING

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# 4 CRITICAL SUCCESS FACTORS FOR CIOs

- Executive/Legislative Acceptance
- Time Management
- Technical Infrastructure
- **Organizational Structure & Staffing**



# ORGANIZATIONAL STRUCTURE & STAFFING

- Bringing in & retaining the right staff
- Developing a successful IT organization
  - creation of positions and job descriptions
  - mentoring programs
  - performance appraisal system
- Help staff develop skills and accomplish organization's mission.



# 4 THINGS TO MAKE AN IMPACT

- Short Term - **outsource all non-value added activities** (i.e. help desk, data center, etc.)
- **Relationship building** (internal and external resources)
- Long Term - **Focus on schools & community**
- Make extra effort - **PUSH THE ENVELOPE**

