

# Accomplishments–Top 10

Age 60

+ BECOMING & REMAINING POWER USER OF PERSONAL TECHNOLOGY

+ TRAVELING EXTENSIVELY IN FOREIGN COUNTRIES (Inc with kids)

DRIVING CREATION OF DOCENT VISION & STRUCTURAL TENSION

DEFINING & REFINING KAIROS SOFTWARE' S VISION

DESIGNING KAIROS SOFTWARE SYSTEM & BEING POWER USER

CONSTANTLY REFINING MY “BEST MANAGED COMPANY” APPROACH

TURNING FRAME AROUND (Culture of Discipline, DG, Private Placement, IPO)

DEVELOPING & USING "ATTRACTING THE RIGHT OPPORTUNITY"

FIGURING OUT EDA BUSINESS MODEL & SELLING IT TO DEC

TURNING MSI AROUND IN 1986(Sales, Expense, Funding & Morale)

CREATING "TOTAL SOLUTION" STRATEGY & MATERIALS-inc Demo

CREATING & SELLING MSI RENEWAL (Teamwork, Purpose, Basic Beliefs)

INTRODUCING TIME VALUE OF MONEY & CHANGING 3380 PRICING

BECOMING A PROFESSIONAL MANAGER ("best they had in 10 years")

+ SPL PROGRAM (Card & Handbook)

+ LIVING & WORKING SUCCESSFULLY IN EUROPE FOR 3 YEARS

FOUNDING & RUNNING COLLEGE NEWSPAPER

# Drivers

**Accomplishments** - to take on major assignments, sense of completion

**Action** - to "be part of the action", buzz from tight deadline high risk projects

**Authority** - to be perceived as an expert, people seek your advice

**Belonging** - to have a sense of belonging, part of a team/task force/org

**Competition** - to be competitive, have winners & losers

**Creativity** - to be creative, have novel ideas, brainstorm

**Current** - to be on the cutting edge, one who knows it 1st

**Experiences** - to have new experiences; meet new people, novel situations

**Friendship** - to develop friendships: work, work-related, non work

**Fulfillment** - reason to jump out of bed, know what you don't like

**Global** - to have foreign assignments or vacations, deal with global issues

**Goals** - to make goals & stick to them, having a To-Do list

**Identity** - to have your work provide your identity, make you feel important

**Intellectual Stimulation** - to be with intellectually stimulating people

**Leadership** - to be a leader, like to motivate others, often in charge

# Drivers

**Lifelong Learning** - to be constantly learning, curious, learn outside job

**Making a Difference** - to make the world better, feel you have bigger mission

**Mentoring** - to take others under your wing, enjoy helping them grow

**Passion** - to pursue a passion, e.g provides fulfillment beyond paycheck

**People** - to have exposure to people, hope to have close relationships

**Power** - to wield power, decide what happens, influence others

**Prestige** - to gain prestige via company, the "in" thing, other people, etc

**Problem-Solving** - to break down problems & solve them, take on tough ones

**Recognition** - to be acknowledged in an Mtg, recognized in a public setting

**Self-Esteem** - to enhance your self-esteem, get positive feedback

**Skills and Talent** - to develop your skills & talent, use them, test them

**Social** - to be connected to others, need others to energize you

**Structure** - to have structure, e.g. weekday/weekend routine, structured org

**Value** - to give value to others & be indispensable

**Visibility** - to have visibility, to hear your name, to sit in front of Mtg

Don'ts Retire, Rewire by Jeri Sedlar & Rick Miners, Alpha

# Drivers vs. Accomplishments

	Total	College Newspaper	SPL Prog/Card/Handbook	Professional IBM Manager	MSI Renewal	EDA Bus Model	ATRO	Refining Best Managed Comp	Kairos Vision	Docent Vision	Power User of Technology
		1	2	3	4	5	6	7	8	9	10
<b>Accomplishments - to take on major assignments, sense of completion</b>	10	X	X	X	X	X	X	X	X	X	X
Action - to "be part of the action", buzz from tight deadline high risk projects	4	X	X	X	X						
<b>Authority - to be perceived as an expert, people seek your advice</b>	10	X	X	X	X	X	X	X	X	X	X
Belonging - to have a sense of belonging, part of a team/task force/org	7	X	X	X	X			X	X	X	
Competition - to be competitive, have winners & losers	0										
<b>Creativity - to be creative, have novel ideas, brainstorm</b>	10	X	X	X	X	X	X	X	X	X	X
<b>Current - to be on the cutting edge, one who knows it 1st</b>	10	X	X	X	X	X	X	X	X	X	X
Experiences - to have new experiences, meet new people, novel situations	7	X	X		X	X	X		X		X
Friendship - to develop friendships: work, work-related, non work	0										
<b>Fulfillment - reason to jump out of bed, know what you don't like</b>	10	X	X	X	X	X	X	X	X	X	X
Global - to have foreign assignments or vacations, deal with global issues	1		x								
<b>Goals - to make goals &amp; stick to them, having a To-Do list</b>	10	X	X	X	X	X	X	X	X	X	X
<b>Identity - to have your work provide your identity, make you feel important</b>	10	X	X	X	X	X	X	X	X	X	X
<b>Intellectual Stimulation - to be with intellectually stimulating people</b>	10	X	X	X	X	X	X	X	X	X	X
Leadership - to be a leader, like to motivate others, often in charge	5	X		X	X				X	X	
Lifelong Learning - to be constantly learning, curious, learn outside job req	4			X			X	X			X
<b>Making a Difference - to help make the world better, feel you have a bigger mission</b>	10	X	X	X	X	X	X	X	X	X	X
Mentoring - to take others under your wing, enjoy helping them grow	8		X	X	X		X	X	X	X	X
Passion - to pursue a passion, e.g provides fulfillment beyond paycheck	8	X		X	X		X	X	X	X	X
People - to have exposure to people, hope to have close relationships	5			X	X		X		X	X	
Power - to wield power, decide what happens, influence others	5		X	X	X				X	X	
Prestige - to gain prestige via company, the "in " thing, other people, etc	6	X	X	X	X				X	X	
Problem-Solving - to break down problems & solve them, take on tough ones	7				X	X	X	X	X	X	X
Recognition - to be acknowledged in a Mtg, recognized in a public setting	5	X	X	X	X				X		
Self-Esteem - to enhance your self-esteem, get positive feedback	2			X					X		
Skills and Talent - to develop your skills & talent, use them, test them	7	X	X	X	X	X	X	X	X	X	X
Social - to be connected to others, need others to energize you	6	X	X	X	X	X			X	X	
Structure - to have a structure, e.g. weekday or weekend routine, structured org	6			X		X	X	X	X		X
<b>Value - to give value to others &amp; be indispensable</b>	10	X	X	X	X	X	X	X	X	X	X
Visibility - to have visibility, to hear your name, to sit in front of Mtg	5	X	X		X			X	X		

# Major Drivers

**Accomplishments** - to take on major assignments, sense of completion

**Authority** - to be perceived as an expert, people seek your advice

**Creativity** - to be creative, have novel ideas, brainstorm

**Current** - to be on the cutting edge, one who knows it 1st

**Intellectual Stimulation** - to be with intellectually stimulating people

**Lifelong Learning** - to be constantly learning, curious, learn outside job requirements

**Making a Difference** - to help make the world better, feel you have a bigger mission

**Passion** - to pursue a passion, e.g. provides fulfillment beyond paycheck

**Skills and Talent** - to develop your skills & talent, use them, test them

**Value** – to give value to others & be indispensable

# Drivers Insights

## Subject Expert

**Authority** - to be perceived as an expert, people seek your advice

**Current** - to be on the cutting edge, one who knows it 1st

**Intellectual Stimulation** - to be with intellectually stimulating people

**Lifelong Learning** - to be constantly learning, curious, learn outside job requirements

**Skills and Talent** - to develop your skills & talent, use them, test them

**Value** – to give value to others & be indispensable

## Intellectual

**Creativity** - to be creative, have novel ideas, brainstorm

**Current** - to be on the cutting edge, one who knows it 1st

**Intellectual Stimulation** - to be with intellectually stimulating people

**Lifelong Learning** - to be constantly learning, curious, learn outside job requirements

**Skills and Talent** - to develop your skills & talent, use them, test them

## Consultant

**Accomplishments** - to take on major assignments, sense of completion

**Authority** - to be perceived as an expert, people seek your advice

**Value** – to give value to others & be indispensable

## Missionary

**Making a Difference** - to help make the world better, feel you have a bigger mission

**Passion** - to pursue a passion, e.g. provides fulfillment beyond paycheck

**Value** – to give value to others & be indispensable