**Question:** What would you like Syniverse leaders to know about developing their people?

**Answer:** We achieve our business results through people and we cannot forget that.

**Question:** What do you say to people who say, “I’m too busy to do that right now.”

**Answer:** I know that everyone is busy right now with full plates and strapped resources but unless we start developing our people we will miss out on a very important and necessary part of work.

**Question:** Why in your mind is it so important that we develop our high potential people?

**Answer:** High potential people are the first to leave an organization if they don’t feel that they are working towards a goal.

**Question:** What metric would you like to see that demonstrates that this is being done.?

**Answer:** Development plans in Success Factors would be a good start.

**Question:** What is a reasonable goal for our first year?

**Answer:** I would like to see each leader have at least one development plan in place by August 1st 2012.