

**Introduction to
Contemporary Operating
Systems/Hardware I
ITM 301
Illinois Institute of Technology**

Parting Thoughts

William Favre Slater, III, M.S., MBA, PMP, CISSP, CISA
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Presentation Location



<http://sdrv.ms/Kjn0zD>

CIO Information



<http://1drv.ms/1IFK7KI>

CISO Information



<http://1drv.ms/1qTfqSX>

Cloud Computing Resources Location



<http://sdrv.ms/Nycpmp>

Pictures Location



<http://1drv.ms/1knLJrX>

Additional Resources & Information



<http://billslater.com/secrets>

<http://www.billslater.com/billsadv.htm>

<http://billslater.com/interview>

<http://billslater.com/career>

Your Future in IT



Cloud



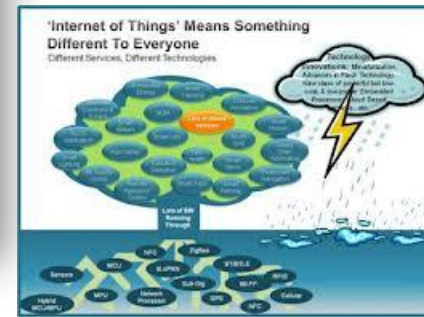
Social Media



Services



Cybersecurity



Internet of Things

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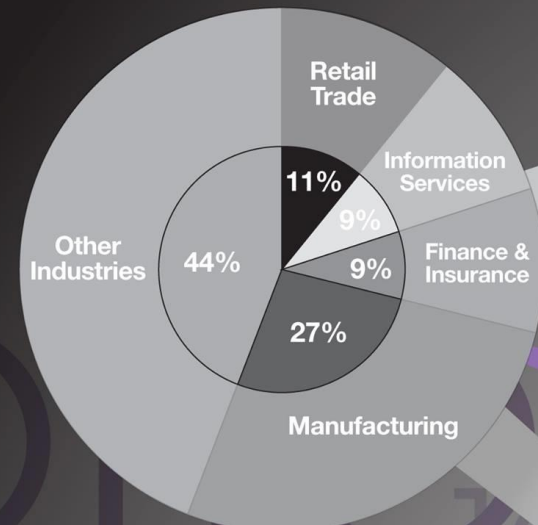


Social Media

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Internet of Things

The Internet of Things is the network of physical objects that contain embedded technology to communicate and sense or interact with their internal states or the external environment.¹



\$14.4 trillion value at stake

**50
BILLION**

IP devices will be connected by 2022²

By 2016 annual global IP traffic will reach

1.3

ZETTABYTES

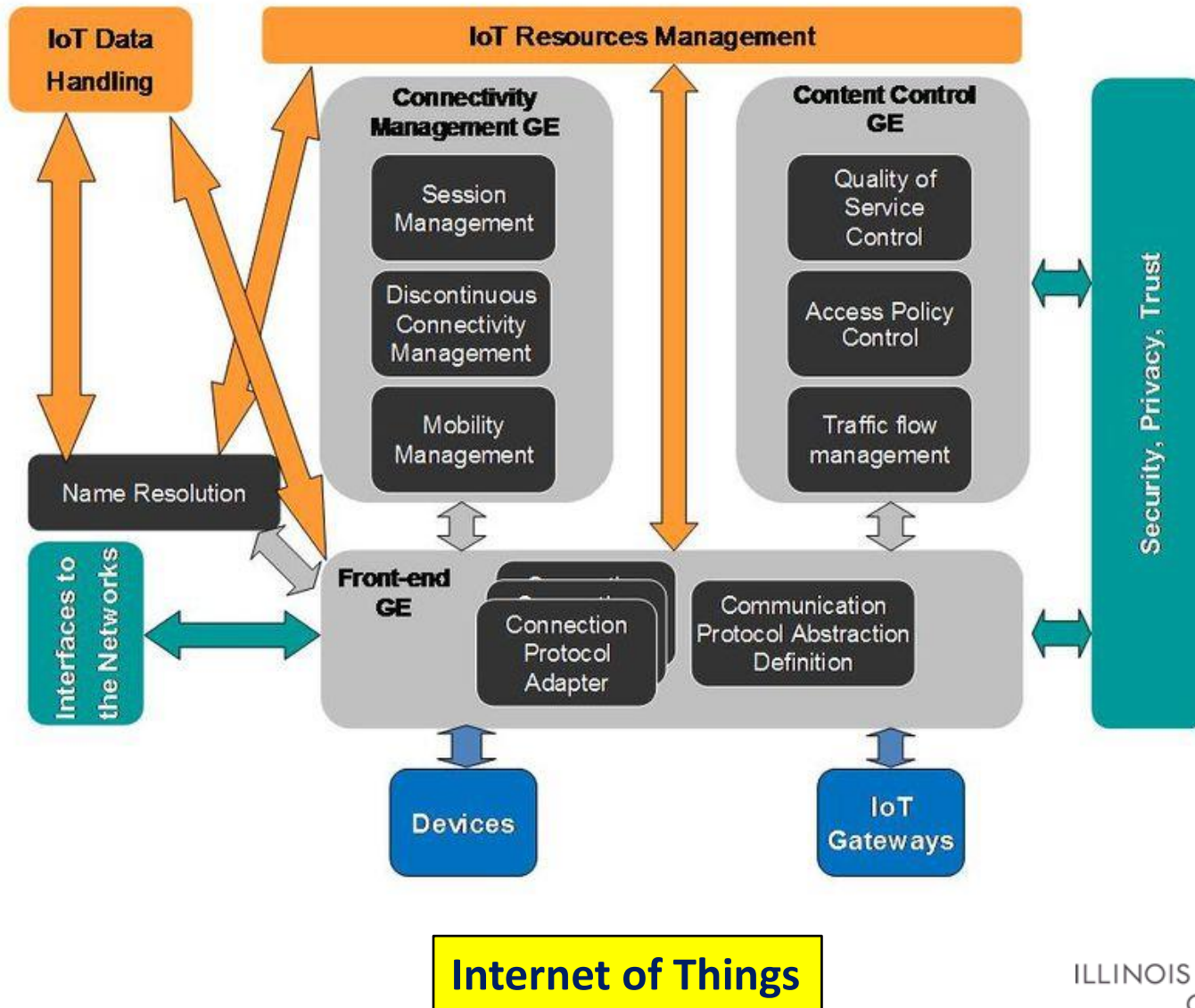
10 times more than all IP traffic generated in 2008⁴

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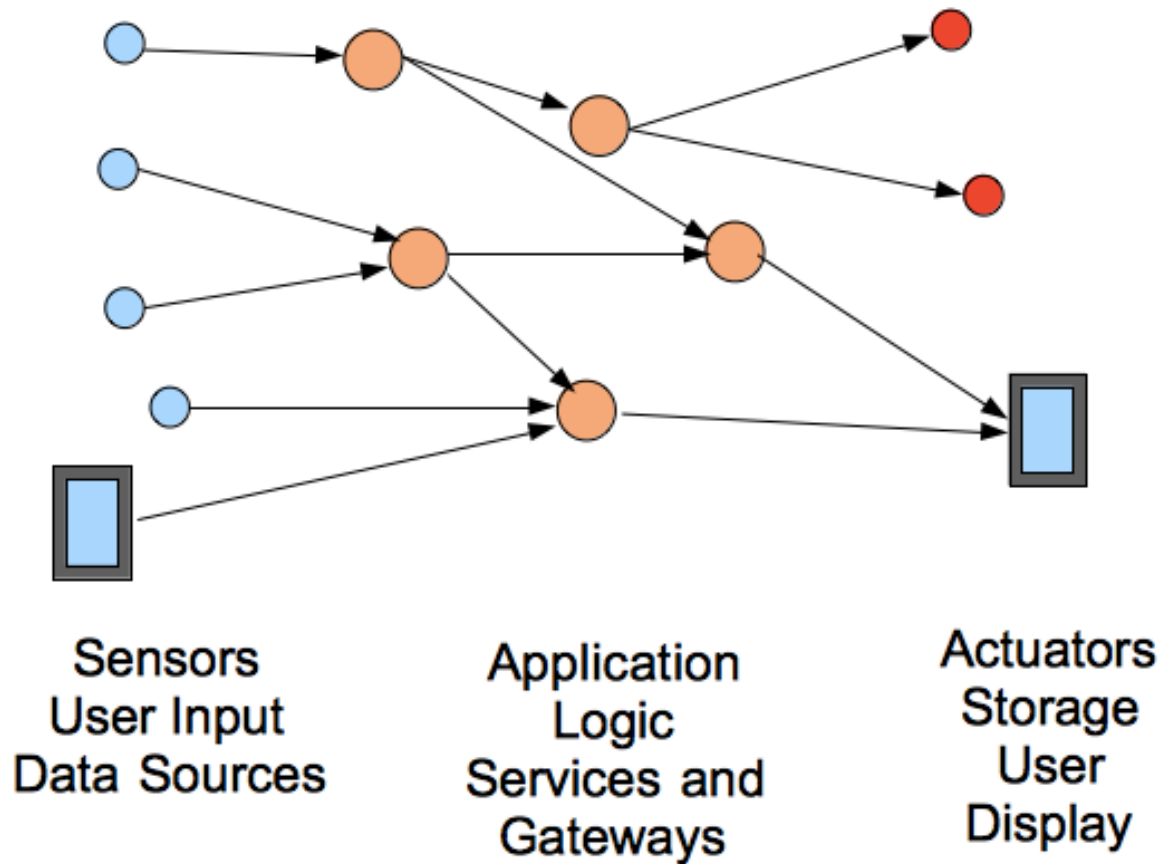
Internet of Things

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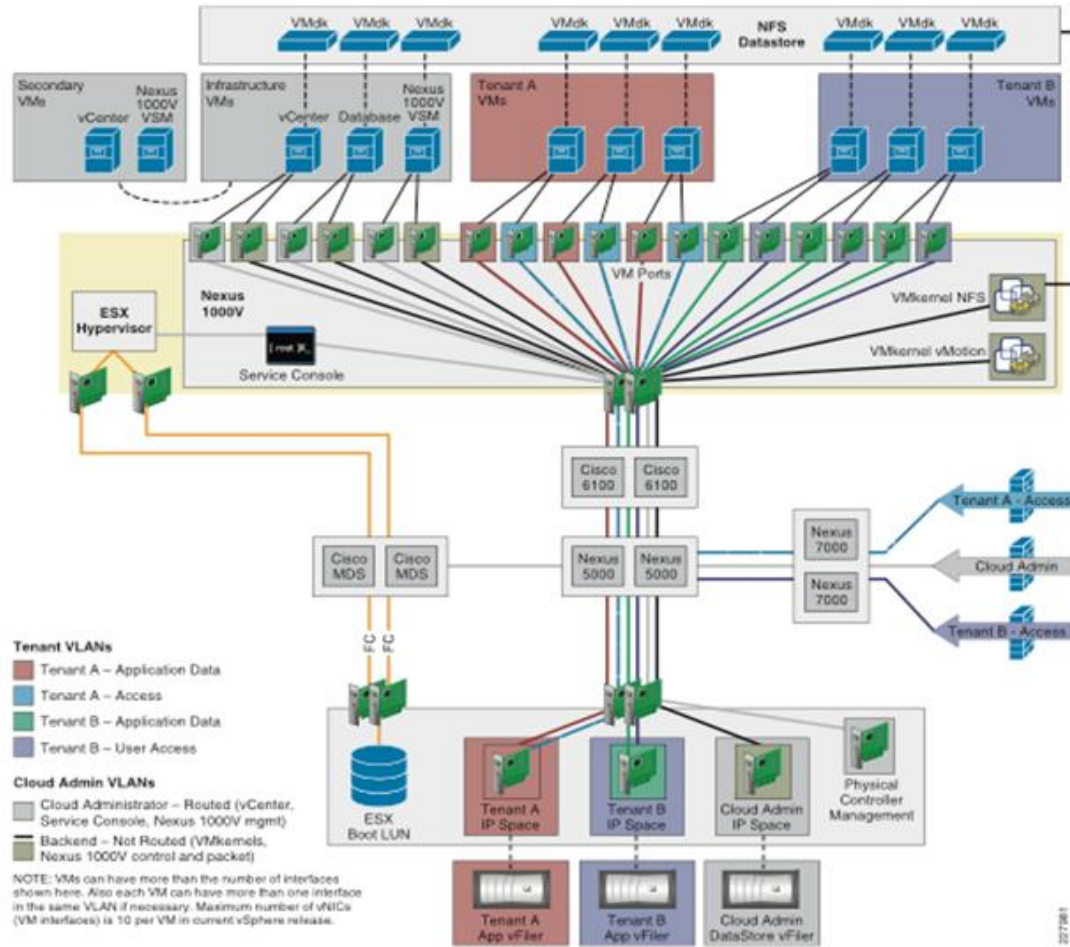
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IoT Application is a Graph



Internet of Things

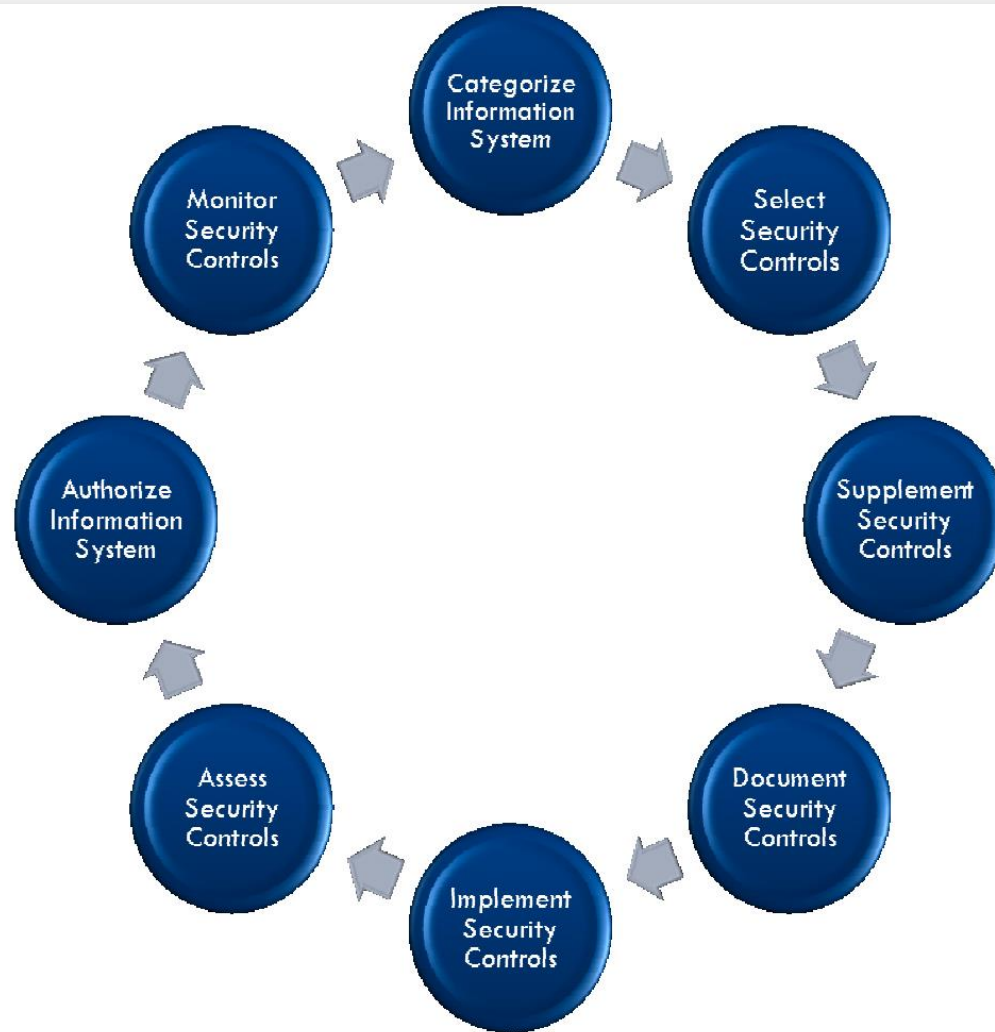
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Reference architecture and deployment guides at <http://ImagineVirtuallyAnything.com>

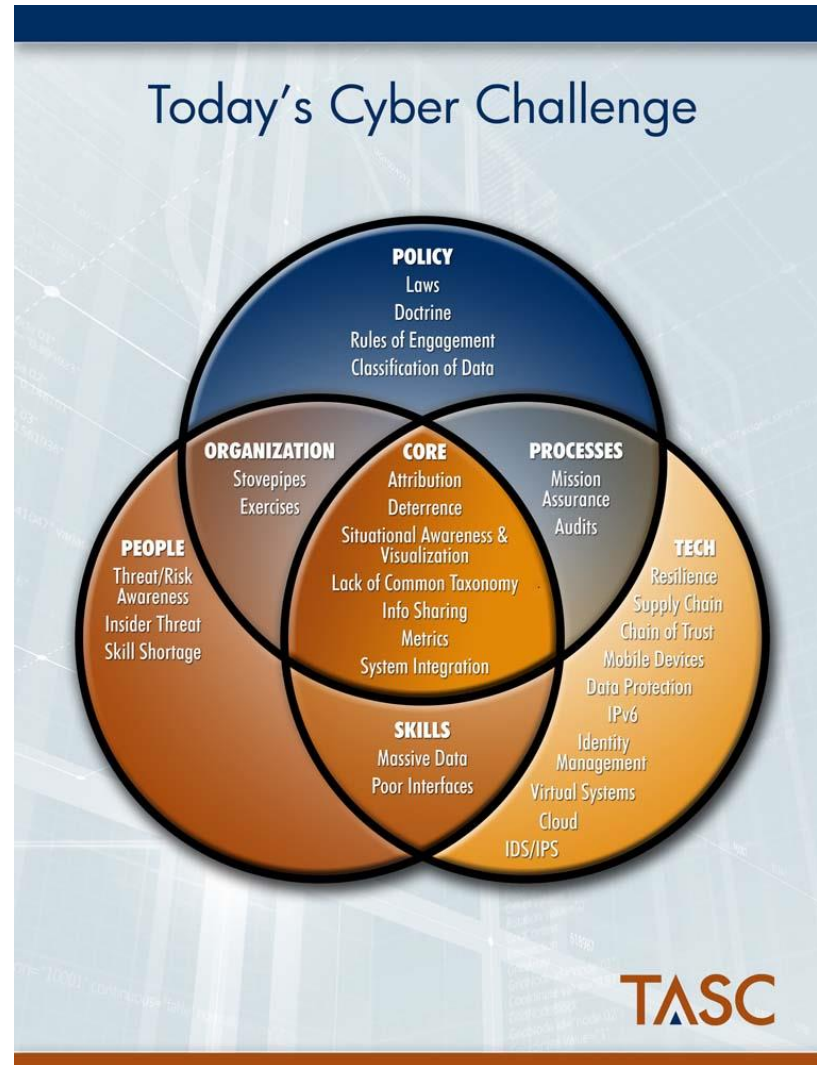
Cloud

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Cybersecurity

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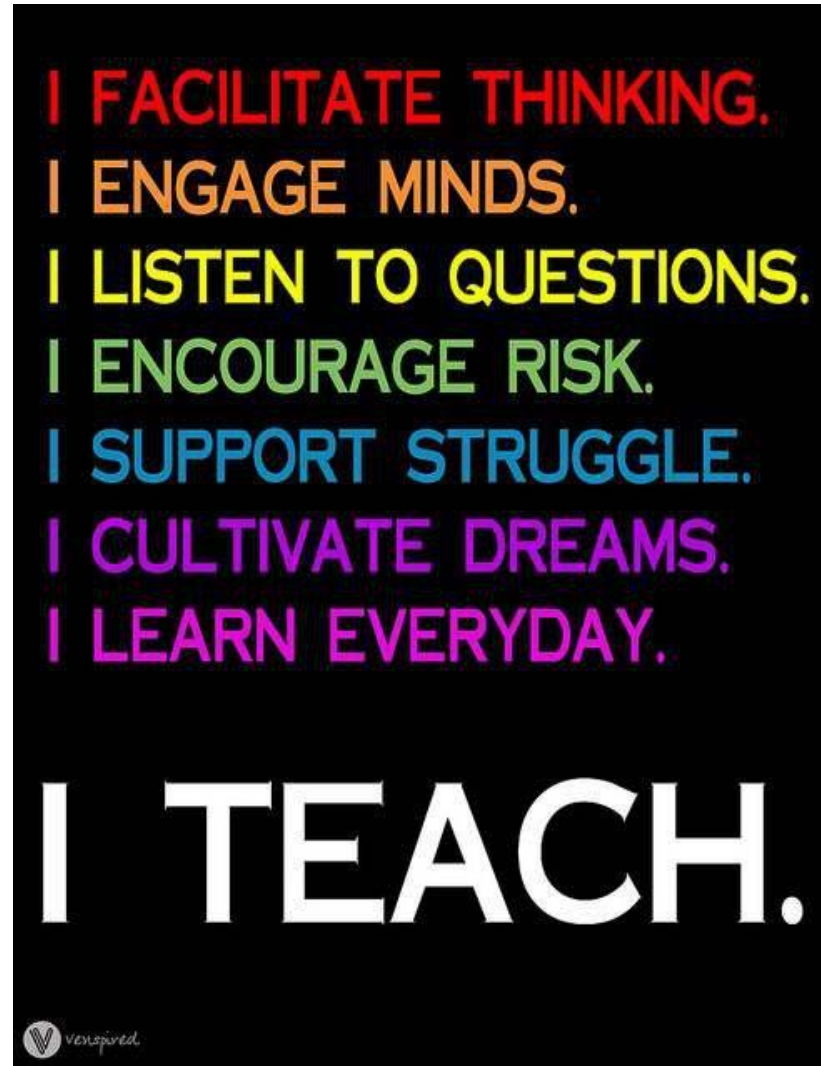
Cybersecurity

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Cybersecurity

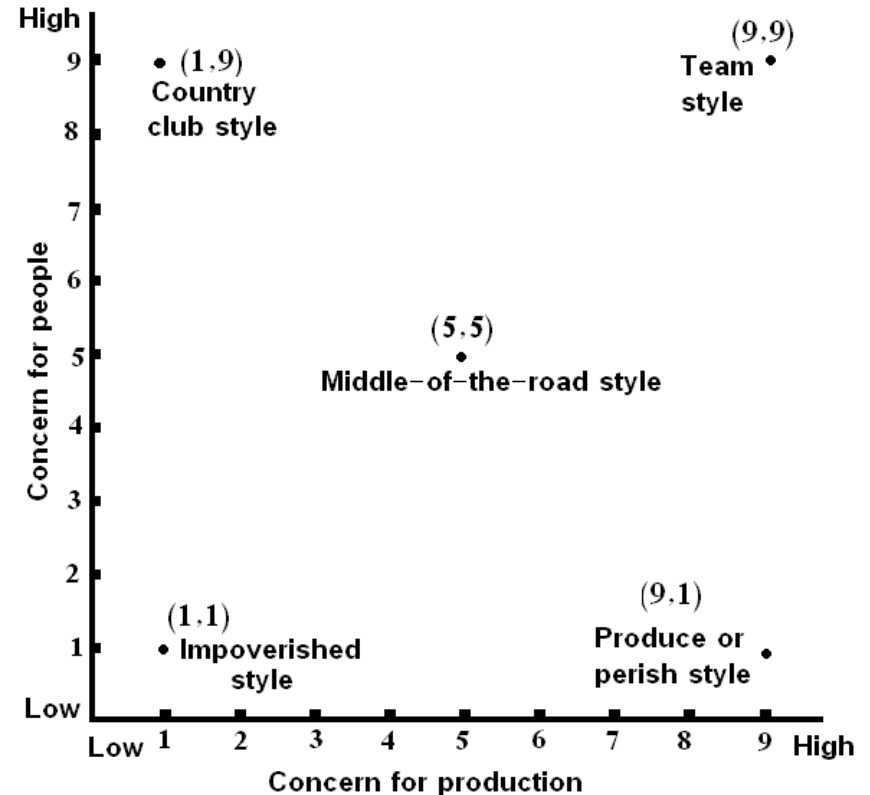
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Teaching & Other Services

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LEADERSHIP
IS ABOUT MAKING OTHERS
BETTER AS A
RESULT OF YOUR PRESENCE
AND MAKING SURE
THAT IMPACT LASTS IN YOUR
ABSENCE.



Leadership

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Stage	Activity
Forming	Direct the team clearly. Establish objectives clearly (perhaps with a team charter – click here for our article on Team Diagnostics, which gives more information on these.)
Storming	Establish process and structure, and work to smooth conflict and build good relationships between team members. Generally provide support, especially to those team members who are less secure. Remain positive and firm in the face of challenges to your leadership or the team's goal. Perhaps explain the "forming, storming, norming and performing" idea so that people understand why conflict's occurring, and understand that things will get better in the future.
Norming	Step back and help the team take responsibility for progress towards the goal. This is a good time to arrange a social or team-building event
Performing	Delegate as far as you sensibly can. Once the team has achieved high performance, you should aim to have as "light a touch" as you can. You will now be able to start focusing on other goals and areas of work
Adjourning	When breaking up a team, take the time to celebrate its achievements. After all, you may work with some of these people again, and this will be much easier if people view past experiences positively.

Leadership

Your Future in IT

50 Bad Leadership Examples

1. Belittling and condescending communication to staff.
2. Little communication with your staff.
3. Not empowering your staff to succeed.
4. Asking them a hundred questions with every decision they make.
5. Not admitting when you have made a mistake.
6. Not giving raises to your staff or not compensating them appropriately.
7. Not recognizing your staff for achievements they have made.
8. Ignoring your staff.
9. Not providing executive level sponsorship for your management.
10. Not providing management with the authority to perform their jobs.
11. Not providing the resources to your management staff in completing their objectives.
12. Yelling at your staff.
13. Forgetting common occasions. (Your staff gives you a Birthday/Christmas card or gift and you never do the same for them.)
14. Using threats with your staff.
15. Making your staff feel guilty if they do not do something extra.
16. Using fear tactics to "motivate" your staff.
17. Always having to throw in your 2 cents to every idea your staff offers.
18. Playing favorites with your staff.
19. Doing things that are self-serving.
20. Incompetent in something critical to the organizations success and unable to improve or fill in that incompetence with other staff members.
21. Lying to your staff—and then trying to cover it up.
22. Making "examples" of a staff member in front of others.
23. Disregarding the health and welfare of your staff.
24. Not providing your staff the training to succeed.
25. Not providing your staff opportunities to progress and grow.
26. Being callous.
27. Being unforgiving of staff mistakes.
28. Holding past mistakes against your staff time after time.
29. Not giving your staff adequate working environments.
30. Analysis Paralysis – i.e. indecisiveness.
31. Ignoring needed change.
32. Being cheap.
33. Not planning.
34. Not setting a clear vision.
35. Being a poor example of execution and accountability, but expecting others to execute.
36. Butting into your staff's responsibilities by doing things under their role without consulting with them.
37. Not providing structure in your organization.
38. Unwillingness to take risks.
39. Poor management of oneself.
40. Deceitful.
41. Impulsiveness.
42. Unable to take criticism.
43. Unwilling to improve from criticism.
44. Unethical business practices.
45. Does not use conflict to correctly drive innovation.
46. Believing your staff when they sing praises for you and then forming an ego.
47. Misinterpreting signs.
48. Disrespect for your staff.
49. Unable to trust.
50. Overly negative or overly positive. (Overly positive meaning, ignoring bad signs and taking action, because you are so positive and hopeful that things will improve.)

Leadership

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WHY IS EXCELLENT LEADERSHIP CRITICAL

- 2.8 x BETTER FINANCIAL PERFORMANCE
- 4.6 x BETTER CUSTOMER SATISFACTION
- 4.7 x MORE PRODUCTIVITY

THE HARD FACTS

- 15.7% premium is awarded to an effective leadership team in a company financial valuation
- 29.3% of leaders spend more time managing their people in high-performance workplaces
- 39% of people say they left their job primarily because of their leader at the time
- 63% of managers have been asked to do something at work against their personal code

EMPLOYEES-LEADERSHIP GAP



44% OF LEADERS are unhappy with their employees' performance while employees say they would be **20-60% MORE PRODUCTIVE** with great leaders



24% OF EMPLOYEES prefer democratic leadership style, but only **15% OF LEADERS** practice it. Only **4% OF EMPLOYEES** like authoritative style, compared to **29% OF LEADERS** who have this as their leadership style

LEADERSHIP

EVERYTHING YOU ALWAYS WANTED TO KNOW ABOUT IT BUT WERE AFRAID TO ASK



THE AVERAGE LEADER*

52 AVERAGE AGE OF LEADERS **47** AVERAGE AGE OF WORKFORCE

9.85 YEAR FIRM TENURE

*Executive Officers USA 2011

POSITIVE

- 74%** of employees say their leader sets clear expectations
- 66%** of employees say their leader provides necessary support
- 48%** of workers feel inspired by a leader to do their best work

NEGATIVE

- 60%** of leaders damage employees' self-esteem
- 35%** of leaders only seldom or never listen to work related issues
- 34%** of leaders are not considered as effective in their jobs

WHY DO LEADERS FAIL

- LOST SIGHT OF WHAT IS IMPORTANT
- CONFUSION IN HIDDEN AMBIGUOUS COMMUNICATION
- FEAR OF FAILURE
- DISCREPANCY BETWEEN VALUE AND BEHAVIOR
- POOR SELF-MANAGEMENT

DEVELOPMENT

- 73%** of leaders find formal training effective
- 68%** of leaders find coaching effective
- 63%** of leaders find coaching effective in 18 months to 2 years
- 38%** of companies think they are effective at developing their leaders



Individual coaching can drag leaders from the bottom 10% to above average. Leading change and working globally are critical experiences in developing leaders.

LEADERSHIP DO'S AND DON'T'S

- TAKES TIME TO EXPLAIN RATIONALE FOR DECISIONS
- RECOGNIZES EMPLOYEES APPROPRIATELY
- LISTENS TO OPINIONS AND INVOLVES IN DECISIONS
- FORGETS TO DEVELOP OTHERS
- NEGLECTS COLLABORATION AND TEAMWORK
- NON-INSPIRATIONAL FOR OTHERS

SOURCES

Wells Services 2012
Business by the Community 2013
Florida State University Study 2007
University of Notre Dame 2011
SHRM 2011
Academy of Leadership & Management 2012
Bureau of Labor Statistics 2012



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Questions?

