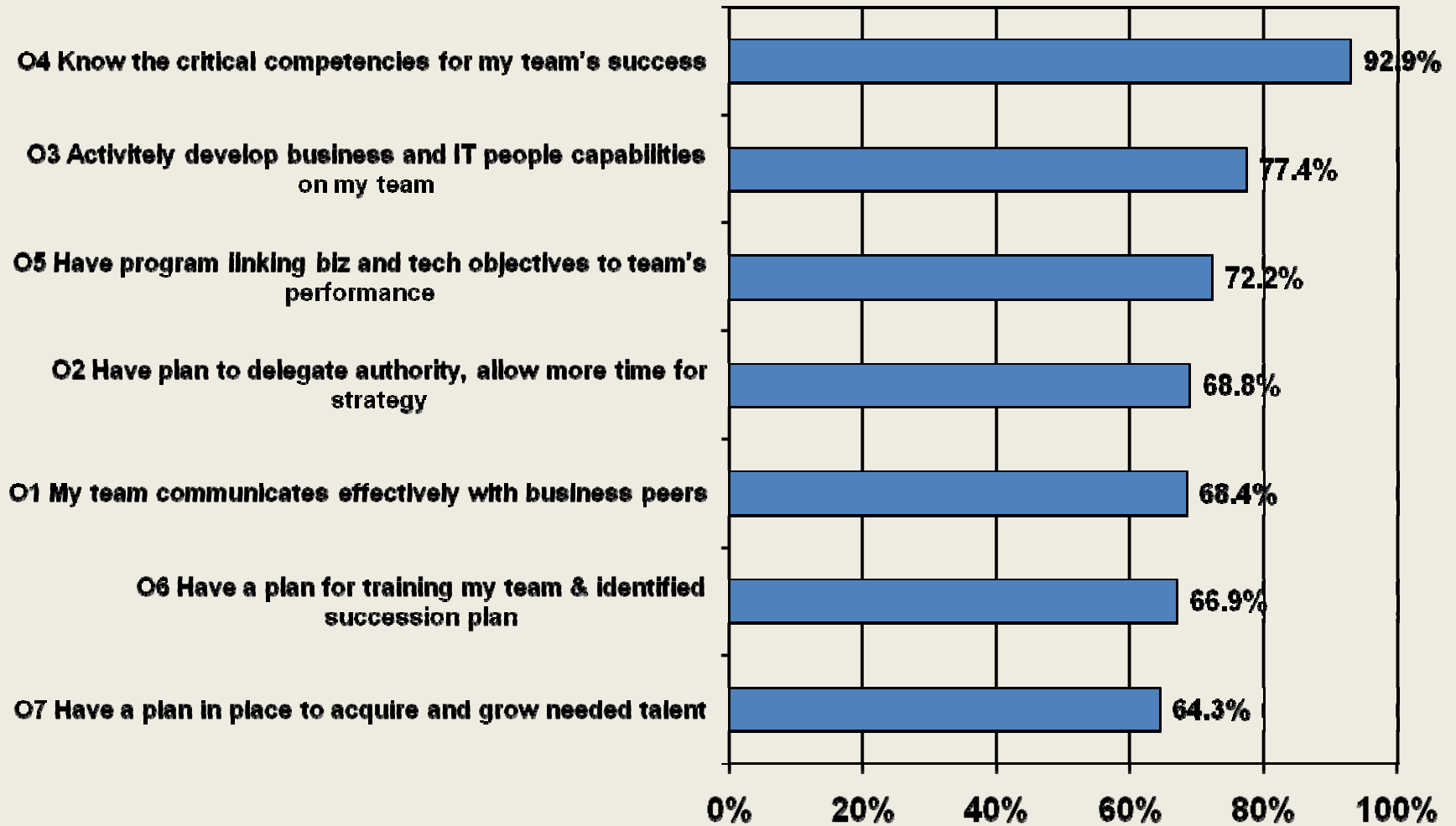


Organization & Talent Management

(Percent of respondents who strongly agree or agree)



Source: CIO Leadership Survey, 2008

Organization & Talent Management

Detailed Descriptions

- O1. My team utilizes effective communication skills to establish credibility with business peers.**
- O2. I have developed a process and a plan for delegating authority, enabling me to spend more time on other strategic activities.**
- O3. I actively develop the long-term business and IT capabilities of the people within my organization.**
- O4. I know the critical competencies that my team requires to be successful.**
- O5. I have a program in place that links business and technology objectives to my IT team's performance goals.**
- O6. I have put in place training opportunities for my leadership team and have actively identified a success plan.**
- O7. I have analyzed our business priorities and have a plan in place to acquire and grow that talent needed to achieve those priorities.**

Source: CIO Leadership Survey, 2008