

Initial People/Culture observations

- Warmly welcomed as newcomer
- Onboarding positive, albeit complex/fragmented (see process below)
- Accountability and responsibility (authority) clarity needed
- Ensure IT leadership cohesive
- Some IT roles/structures appear arbitrary & key functions missing
- Process-procedure tune-up necessary across the enterprise
- The organization [everyone] very positive and open to positive change and leadership, some legacy philosophies will need encouragement
- I'm confident and optimistic, but realize there is much work to be done with a large portfolio of active projects and initiatives
- IT staff sentiment "wordle" below

