

Beneficiary Thoughts on the New SITLA Director

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Beneficiary Presentation
August 20, 2015



About This Presentation

- Insight into our thinking about the next director
- Characteristics
- Thoughts on process
- **Not** a criticism of current management
- Offered in no particular order



Management Experience

- SITLA = \$1-\$3 Billion market value, just off the S&P 500
 - By profits it is in the Fortune 1000, easily
- 4 diverse business groups
 - With revenue-generating support groups
- 70+ Employees
- Government/Administrative



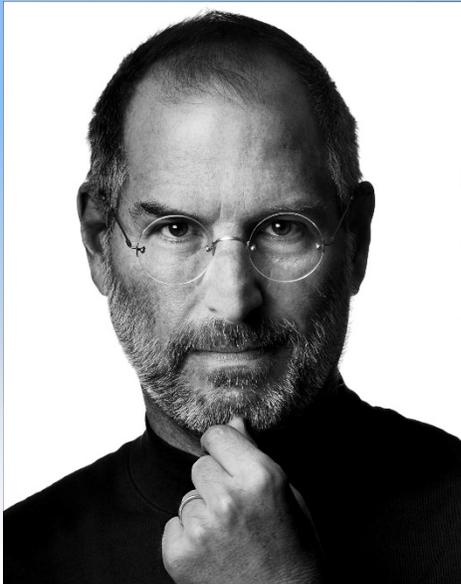
Management Experience

- Innovative business mentality
- Ability to get things done in government



Management Experience

More like....



JOBS

+



JOHNSON



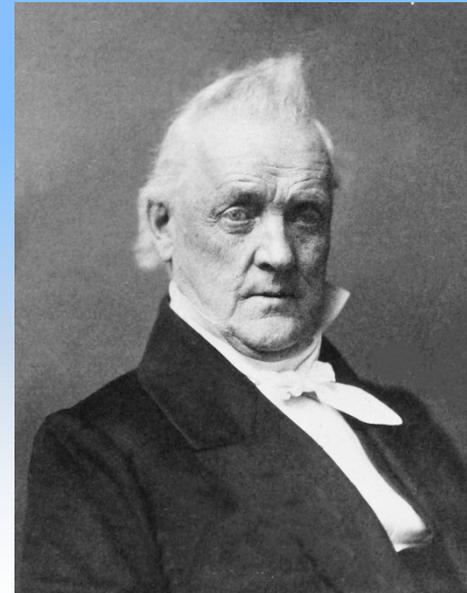
Management Experience

Less like....



PONZI

+



BUCHANAN



Management Experience

But hey, I'd even take



THE DONALD

+

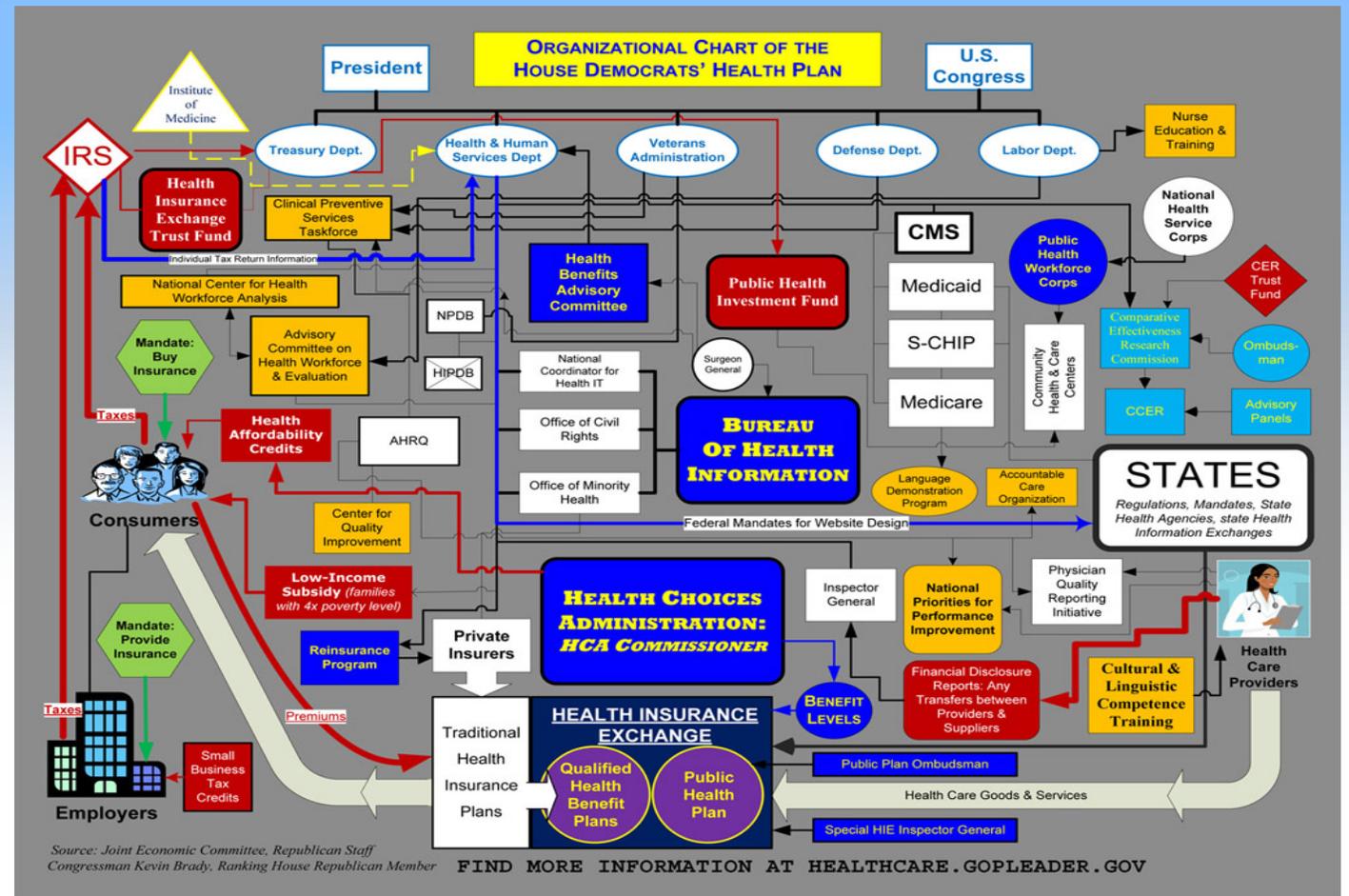


THE DONALDSON



Government v. Private Sector

- Does the Director need to come from inside government?
- **No, definitely not**
 - Outside perspective
 - Profit motive
 - Efficiency of operations



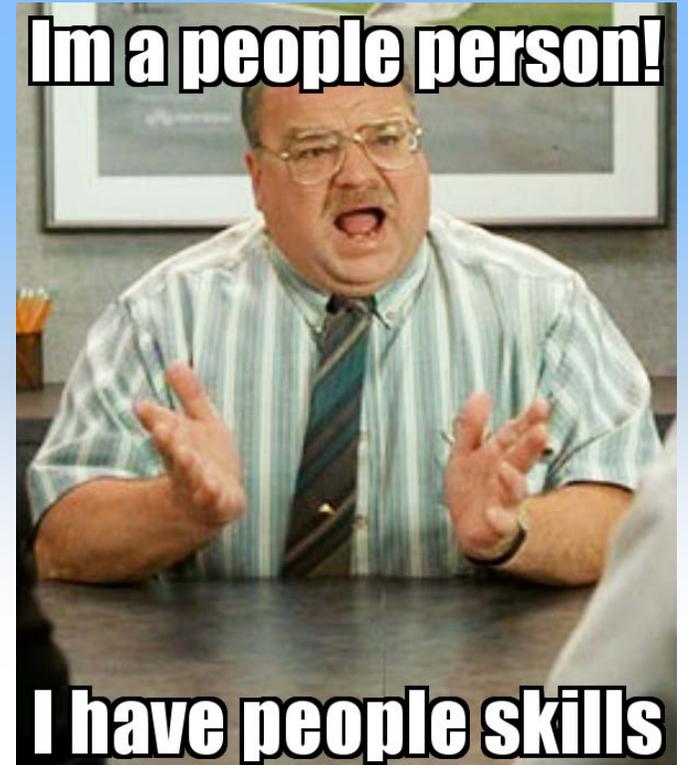
Government v. Private Sector

- Does the Director need to come from outside government?
- **No, definitely not**
 - Experience succeeding within a bureaucracy
 - Working in the political arena
 - Dealing with public sector stakeholders
 - Within SITLA: Knowledge of agency, mission, goals....
 - “Ready on Day 1”



Political Skills

- SITLA exists at the whim of the Legislature
- Useful in other areas
 - Building consensus with stakeholders
 - Other government agencies
 - Outside groups
- People Skills



Knowledge of Trust Lands and Issues

- More About
 - Deep Understanding of History and Purpose
- Less About
 - Day-to-day business activities
 - Memorizing the map



Leadership and Vision

- Revenue sources in 20 years will be different than today's
 - Finding and developing those opportunities
- Broad base of experience across SITLA's business groups
 - Confidence to delegate and trust subordinates
- Identify and eliminate inefficiencies in the Agency



Thoughts on Process

- Spend the time, money, and energy necessary to get it right
- Interim Director if necessary
- Don't be afraid to cast a wider net



Ultimately.....

- It is your decision
- Trust and faith in the Board to get it right
- Make the decision on merit and independent of politics



The End

- Questions
- Comments

