

Tom's Outgoing Comments for Water Board

Strategic Planning

- “Water, Our most Precious Resource” should be a part of daily planning.
- Lead daily by example. Have good work habits and ethics.
- Support your subordinates. Be patient. Be consistent.

Change Management

- Leadership training, public speaking and financial training are essential.
- Be challenged and passionate. Do not get too comfortable.
- Take appropriate risks. Be solution oriented. Be open, honest and sincere.

Sustainability

- The Hawaiian Consideration First. Always think about the ahupua'a.
- Conservation programs are essential.
- Energy Efficiency and proficiency have long term benefits.

Public Perception

- Consider this as the most important consideration.
- Be proactive and progressive.
- Communicate, communicate, communicate.
- Educate, educate, educate.
- Seek partnerships. Network.
- Be visible, be visible, be visible>

Political Perception

- Continuously inform and educate.
- Know the players, supporting personnel, etc.
- Be visible.

Financial Integrity and Fiduciary Responsibility

- Be more frugal on controllable expenses.
- Keep borrowing to lower levels.
- More personnel means higher long run costs.
- Balance long and short-term expense and benefits.

Water Board

- Inform and educate on all matters.
- Bring in guest speakers.
- Include members in public outreach.
- Do succession planning.
- Conferences provide educational and networking opportunities.