



# Rochester 2013 Seize the Day!



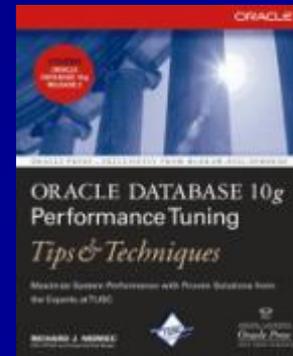
Move your Career from Tech Leader to  
CIO, CFO or CEO

**Rich Niemiec, Rolta**

Special Thanks: Regina Niemiec, Brad Brown, Joe Trezzo, & Judith Sim



# Rich's Overview...



- ∞ Advisor to Rolta International Board
- ∞ Former President of TUSC
  - ✓ Inc. 500 Company (Fastest Growing 500 Private Companies)
  - ✓ 10 Offices in the United States (U.S.); Based in Chicago
  - ✓ Oracle Advantage Partner in Tech & Applications
- ∞ Former President Rolta TUSC & President Rolta EICT International
- ∞ Author (3 Oracle Best Sellers – #1 Oracle Tuning Book for a Decade):
  - ✓ Oracle Performing Tips & Techniques (Covers Oracle7 & 8i)
  - ✓ Oracle9i Performance Tips & Techniques
  - ✓ Oracle Database 10g Performance Tips & Techniques
- ∞ Former President of the International Oracle Users Group
- ∞ Current President of the Midwest Oracle Users Group
- ∞ Chicago Entrepreneur Hall of Fame - 1998
- ∞ E&Y Entrepreneur of the Year & National Hall of Fame - 2001
- ∞ IOUG Top Speaker in 1991, 1994, 1997, 2001, 2006, 2007
- ∞ MOUG Top Speaker Twelve Times
- ∞ National Trio Achiever award - 2006
- ∞ Oracle Certified Master & Oracle Ace Director
- ∞ Purdue Outstanding Electrical & Computer and Engineer - 2007



# Seize the Moments!

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*This is the beginning of a new day. You have been given this day to do as you will. You can waste it or use it for good.*

***What you do today is important because you are exchanging a day of your life for it. When tomorrow comes, this day will be gone forever; in its place is something that you have left behind...let it be something good.***

*You cannot change the past, no matter how hard you try, you can only learn from it and change the future, today.*



# *Audience Knowledge*

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- ∞ Oracle Experience ?
- ∞ DBA Experience ?
- ∞ Developer Experience ?
- ∞ Management Experience ?
- ∞ Overall Professional Experience ?





# *Presentation Outline*

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Identifying Change as an Opportunity



Understanding Effective Communication



Making Sure We are Truly Listening



Responding versus Reacting to Situations



Increasing Customer Satisfaction



Holding Effective Meetings



Building a Successful Team

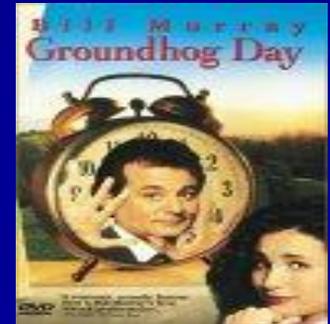
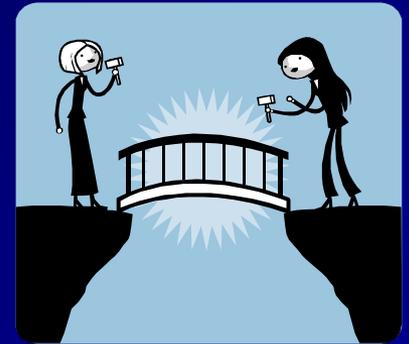


Striving to be an Uncommon Leader

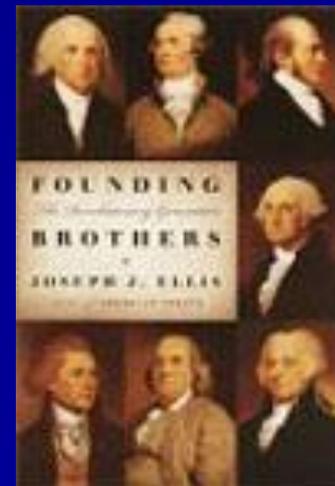


# *Presentation Goals/Non-Goals*

- ∞ Audience Knowledge
  - ✓ Current or future desire to manage
- ∞ Goals
  - ✓ Examine key areas of necessary knowledge
  - ✓ Encourage attendees to reflect on these areas
  - ✓ Provide some general reminders
- ∞ Non-Goals
  - ✓ This is not a “Technical Presentation”

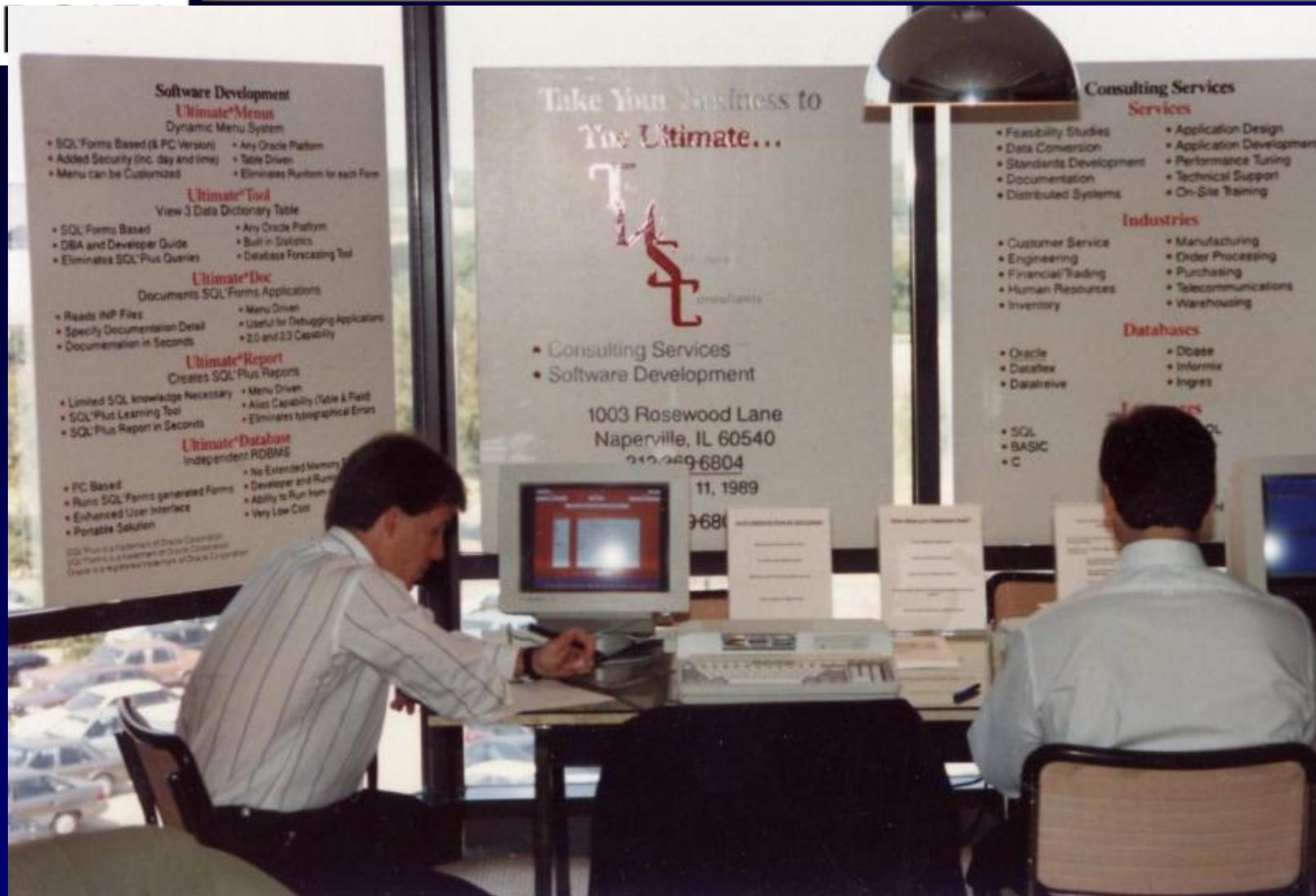


# Going from Tech to CEO





# Who are these kids? (notice the typewriter)





# *First Office – MAKE DUE! (funding by Illinois State ... bdb)*

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*Ok... Our real first office  
(Funded by BK)*

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*First real office at 377 E. Butterfield Road  
(suite 580)*





# *Early Marketing Ad (via our Cadillac partnership)*





# *Flying Higher...Marketing \$\$*





*TUSC Booth in the last row at OW...  
(Brad color coded to the tie/ribbon...)*



Marketing Improving slightly...Love that Oracle red!



# *TUSC Booth improved later...*





# Oracle Started Listening...



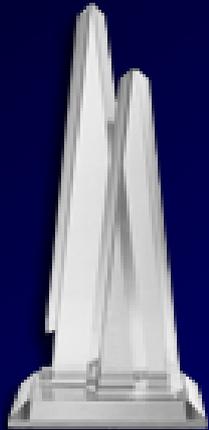


*If you endure your worst Days...*





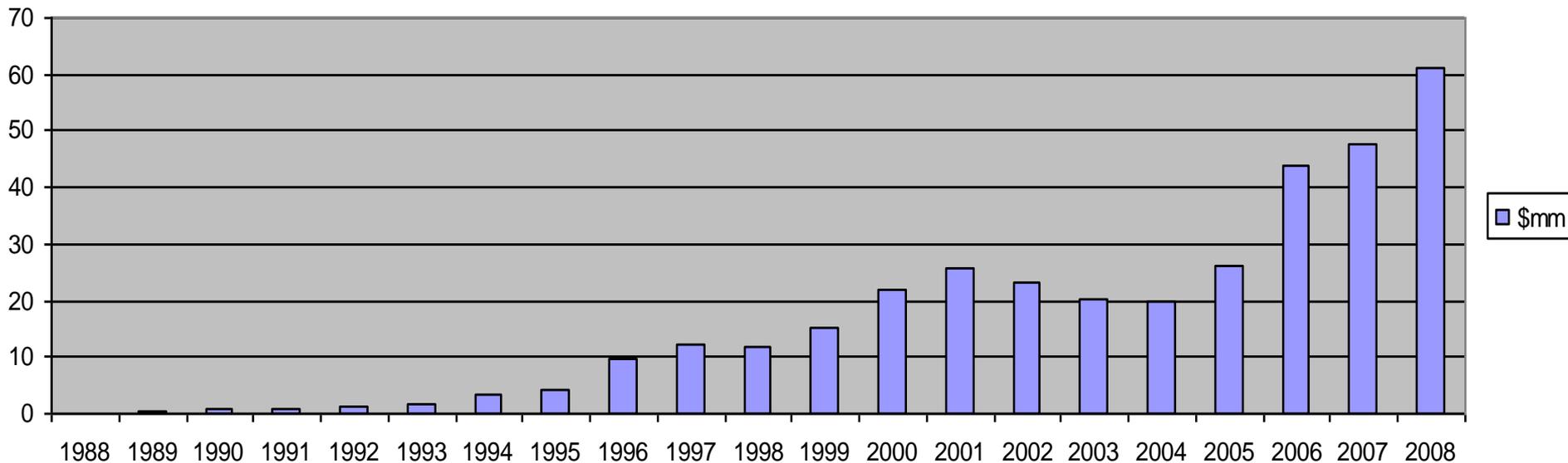
# You'll have your Best Days...





# *Revenue History over the years... 40% CAGR (Compound Annual Growth Rate)*

Revenue 1988 to 2008



*2008 Was over \$60M!*



*“You must BE the change you want to see in the world.”*

*--Mahatma Gandhi*



# *What's Important Now (W.I.N.) - Oracle Exadata = Paradigm Shift!*





# *What's Important Now (W.I.N.) - you Get to know other Experts...*

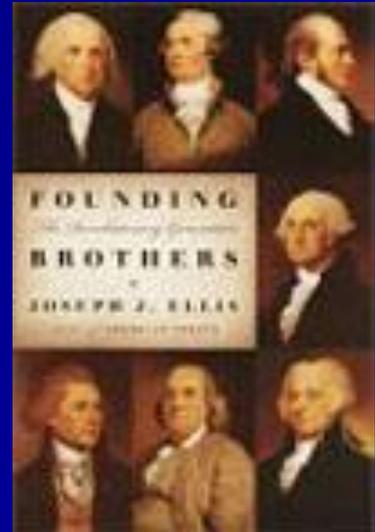


*“Friends multiply joys and divide griefs.”  
- Unknown*



# *Where do you start?*

*Think like a leader **not** like a  
“tech” leader...*





ROLTA

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# *Are you a Boss or a Leader?*



"There's still some work left in this one. Get him another pot of coffee."

***"You can't move people to action until you move them with emotion. The heart comes before the head."***



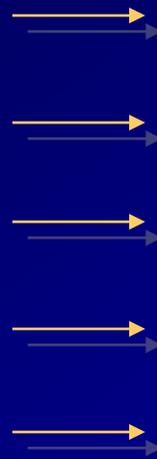
# *Are you a Boss or a Leader?*

## *Which “Covey” Box are You in?*

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### Easier to be a Boss (Urgent/Important):

- ☑ Stress
- ☑ Quick to react
- ☑ Burnout
- ☑ Crisis Management
- ☑ Putting out Fires



### Easier to be a Leader (Not Urgent/Important):

- ☑ Vision/Perspective
- ☑ Balance
- ☑ Discipline
- ☑ Few Crises
- ☑ Control



# *Laws of Leadership*

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## Results of Timing

- ∞ Wrong action / wrong time = **Disaster**
- ∞ Right action / wrong time = **Resistance**
- ∞ Wrong action / right time = **Mistake**
- ∞ Right action / right time = **Success**



## *How Leaders became Leaders*

Natural Gifting...	10%
Crisis...	5%
Influenced by a Leader...	85%

*“A leader is the one who climbs the tallest tree, surveys the entire situation, and yells, ‘Wrong Jungle!’ ”*

*- Stephen Covey*



## *Your ideal Mentor - FYI*

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- ∞ **Honest with and committed to you**
- ∞ Demonstrates real vision and direction
- ∞ Believes in your potential
- ∞ A model leader that is open to new ideas
- ∞ **An enthusiastic teacher**
- ∞ Will help you define your goals & turn into reality
- ∞ **Successful in your eyes**
- ∞ **Open to learn from you as well as teach you**
- ∞ Willing to stay on YOUR agenda - not their own



## *Ideal Protégé - FYI*

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- ∞ Easy to believe in
- ∞ **Natural to like & spend time with**
- ∞ Easy to keep helping - Like family
- ∞ Quick to learn & self-motivated
- ∞ Respects you, admires your commitment
- ∞ Comfortable with and to you
- ∞ **Knows their mentor is not perfect**
- ∞ **Someone who will share a common vision for the future**
- ∞ Confident in becoming a future leader



# *Change **is** Opportunity!*

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**“Think Change  
Adapt and Thrive, or Fall Behind”**





# *Change is Opportunity*



- ∞ Embrace **change**, it is **constant**
- ∞ Change is the only constant in life
- ∞ The key is how you deal with change
  - ✓ **Planning** for change
  - ✓ **Education** of the plan and effects
- ∞ Two types of change
  - ✓ Created by you
  - ✓ Created by others
- ∞ Always remember the **WIIFM** Principle



# *Change is Opportunity*



- ∞ Change is scary, exciting, and often times rewarding
- ∞ Change is risky, evaluate the benefit vs. risk
- ∞ Make sure you educate others on changes
  - ✓ Reason for change
  - ✓ Detail the short term and long term benefits
  - ✓ Use the correct communication method
- ∞ As Joe always says “**EGBAR**”



# *Effective Communication*

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**“Communication is the key to success...  
pass it on”**



# *Understanding Effective Communication*



- ∞ Communication takes at least two people
- ∞ Effective Communication takes at least two people
- ∞ Face to Face Communication
  - ✓ The words that are spoken (7%)
  - ✓ How the words are spoken (38%)
  - ✓ Body language (55%)
- ∞ Effective listening is critical to communication



# *Understanding Effective Communication*



- ∞ With today's communication vehicles it seems impossible to **NOT** communicate effectively
- ∞ Establish an effective communication channel
  - ✓ Frequency and time of day
  - ✓ Method of communication
  - ✓ Content required by other party
- ∞ Refine your communication channel



# Understanding Effective Communication



- ∞ Do not read into messages!
  - ✓ texts, facebook, twitter, IM
  - ✓ Voice mail Email, LinkedIn
- ∞ Communicate **what is important**
- ∞ If communication breaks down, fix it
- ∞ If someone does not call you, **call them again**
- ∞ **Never assume** when it comes to communication



# *Making Sure We are Truly Listening*

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# Truly Listening



- ∞ Listen, **truly listen**, you will learn more
- ∞ Do you really listen when someone tells you something? Truly listen?
- ∞ When someone tells you something, do you let them complete their thought or **do you interrupt them?**
- ∞ Do people cut you off in mid-sentence before you can complete your thought ?
- ∞ Listen to what someone is telling you



# Truly Listening



- ∞ Try to let others complete their thought
- ∞ Ask others to let you complete your thought
- ∞ Interruptions prolong a conversation
- ∞ We were born with 2 ears, 2 eyes, and 1 mouth for a reason
- ∞ Listening is an art, but the better you get at it, the more you will learn in life
- ∞ Remember that you cannot learn what you cannot hear



# *Adapting versus Reacting*

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**“Attitudes are contagious...  
Is your’s worth catching?”**



**“Your attitude, almost always determines  
your altitude in life”**



# *Adapting versus Reacting to Situations*



- ∞ Respond & Adapt to situations, do not react
- ∞ Reacting is a negative choice, adapting is a positive choice
- ∞ Is the glass half empty or half full ?
- ∞ Remember, when someone is hurting you it is probably because they are also hurting
- ∞ Ask yourself “What difference does it really make ?”
- ∞ Learn how to forgive people that have wronged you



# *Adapting versus Reacting to Situations*



- ∞ Always look for the positives, they are always there
- ∞ Understand the entire situation before responding (there are always 2 sides)
- ∞ Think before you speak!
- ∞ Think of people that have made an impact on your life, who do you always quote, what type of person are they?



# *Customer Satisfaction*

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**“It takes months to find a customer...  
seconds to lose one”**





# *Increasing Customer Satisfaction*



- ∞ Executives understand true customer service
- ∞ Attempt to not only meet, but exceed customer expectations
- ∞ Everyone at your company represents your company
- ∞ Everyone is a salesman, everything you do is selling or not selling your company
- ∞ Good news travels fast, bad news travels faster
- ∞ Average customer that has a problem, tells 9 or 10 other people about it



# *Increasing Customer Satisfaction*



- ∞ Remember, every time one customer complains, there are more than 10 more that did not complain, but went elsewhere
- ∞ 96% of disgruntled customers do not complain, they go elsewhere
- ∞ 20% of your customers account for 80% of your problems
- ∞ Think of every person you meet as the customer!!



# *Increasing Customer Satisfaction*

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- ∞ Far too often, once a sale is done, the customer is a given...that is truly when the sale begins (word of mouth/referral)
- ∞ Never blame a delay on another customer, since you are then telling them they came 2nd
- ∞ Never tell someone what you cannot do, tell them what you can do
- ∞ Treat every customer as a partner & friend
- ∞ Always be honest with a customer
- ∞ Communicate effectively with customers



# *Holding Effective Meetings*





# *Holding Effective Meetings*



- ∞ **Refine meetings** to ensure productivity and return on investment (ROI)
- ∞ **Statistics**
  - ✓ Average 7-10 meetings per week
  - ✓ Many people do not know why they are attending
  - ✓ 50% unproductive
  - ✓ 25% do not apply to attendees
- ∞ **Determine the cost of your meetings**
  - ✓ What is the cost?
  - ✓ Are you getting the return expected?



# *Holding Effective Meetings*



## ∞ Keys to Effective Meetings

- ✓ Schedule meetings at convenient times
- ✓ Schedule meetings with enough lead time
- ✓ Invite only the people necessary for the meeting
- ✓ Preparation
- ✓ Timeliness (start/end on time)
- ✓ Someone responsible for meeting
- ✓ Purpose
- ✓ Agenda



# *Holding Effective Meetings*



## ∞ Keys to Effective Meetings

- ✓ Time limits
- ✓ Remain focused
- ✓ Clarify actions items (who/when)
- ✓ Sleep

*After each meeting, calculate the ROI (return on investment) by the cost of the attendees time and the accomplishments to determine if the meeting was worthwhile*



# *Building a Successful Team*

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**“T.E.A.M.  
Together Everyone Achieves More”**



# *Building a Successful Team*

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- ∞ Realize **YOU CANNOT** do it alone!
- ∞ Utilize the **strengths** of each team member
- ∞ Outline each team members **responsibility**
- ∞ Hold regular **status meetings**
- ∞ Make sure to build **deadlines**
- ∞ Ensure each team member feels comfortable with the deadlines



# *Building a Successful Team*

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- ∞ DO NOT try to change someone, even if you think you can – **they will make that decision!**
- ∞ Make sure the team remains **focused**
- ∞ Make each team member feel **responsible** for the success of the project
- ∞ Make each team member **accountable**
- ∞ **Share the success** with all team members



# *Building a Successful Team*



## ∞ Attributes of a Successful Team

Respect

Loyalty

Common Goal

Communication

Honesty

Unselfishness

Support

Flexibility

Understanding

Leadership

Positive Attitude

Trust





## *Striving to be an Uncommon Leader*

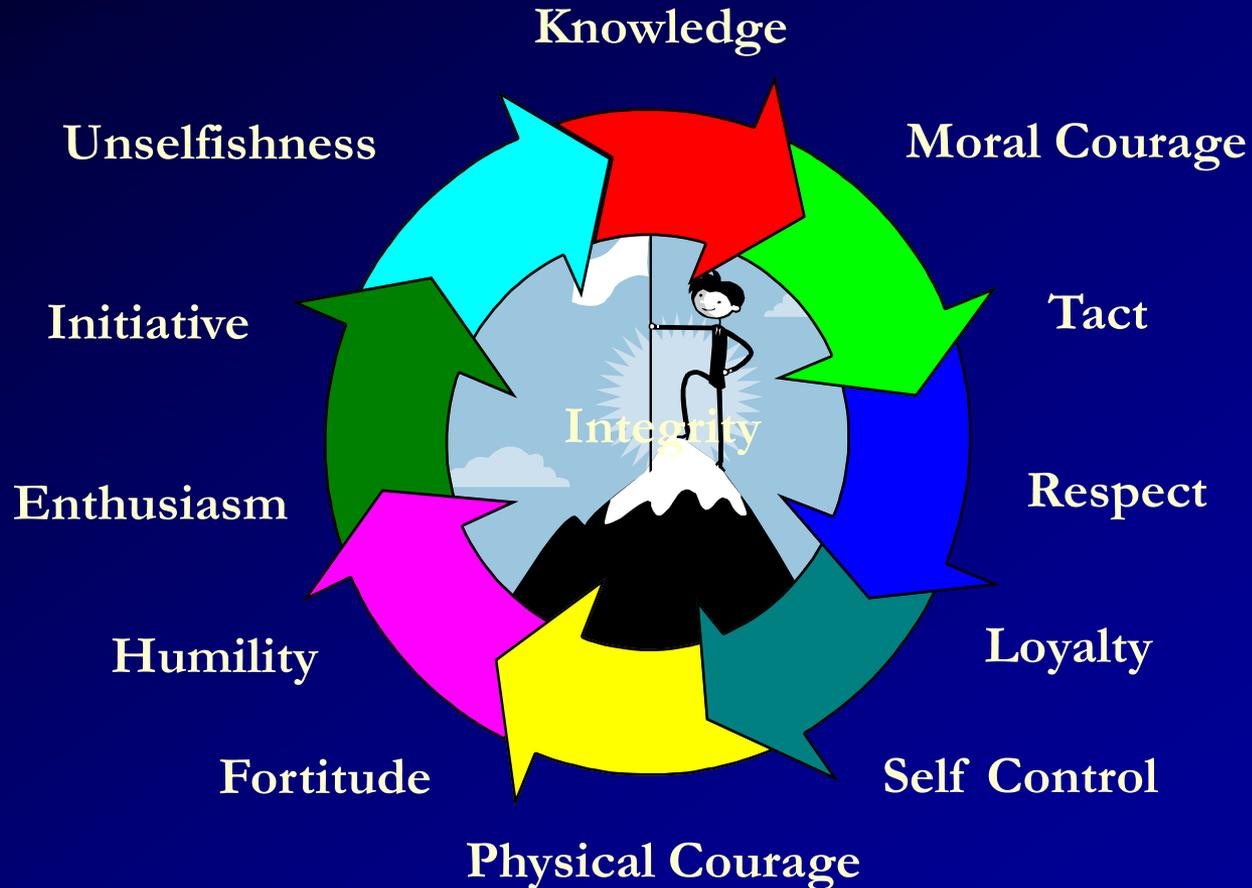
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- ∞ Character is a set of core values that are within each person and what helps each person make decisions
- ∞ Your **decisions** are not only made based on logic, they are also made based on your **character**



# *Uncommon Leader Traits*

## *How to Really Succeed*





# *How to Really Succeed*

Physical Courage  
Knowledge  
Integrity & Honesty  
Loyalty  
Self Control  
Enthusiasm  
Fortitude

Moral Courage  
Tact & Caring  
Unselfishness  
Respect  
Humility  
Initiative  
Sharing knowledge

*Ask Yourself: "What would person\_xyz do in this situation?"*



# Integrity

*“Oil and truth are bound to come to the surface at any time.”*

- ∞ Honesty throughout your life
- ∞ Takes a lifetime to build, but only a moment to lose
- ∞ Business and industry are built on trust
- ∞ A short term loss is better than a long term loss
- ∞ Integrity is one of the most important attributes.



*“Discipline yourself to do what you need to.”*

# Moral Courage

*“A well beaten path may not lead in the right direction.”*

- ∞ Standing
- uncomf
- ∞ Can cross
- ∞ Usual in
- differing



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erstand the

*“In the end, we will not remember the words of our enemies,  
but the silence of our friends”* — ML King Jr.



# Physical Courage

*“Success is not for the faint of heart. It is for those who are too busy to stop and think.”*

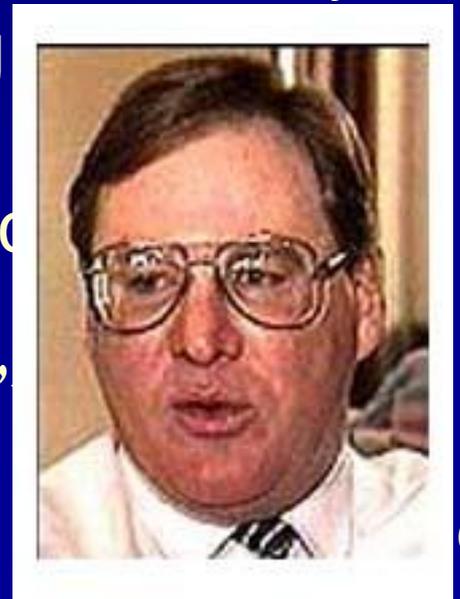


*that are too busy to stop and think.”*  
*David Thoreau*

- ∞ Tenacity
- ∞ Technical skills
- ∞ A lack of fear
- ∞ The success of the team



*high adversity*

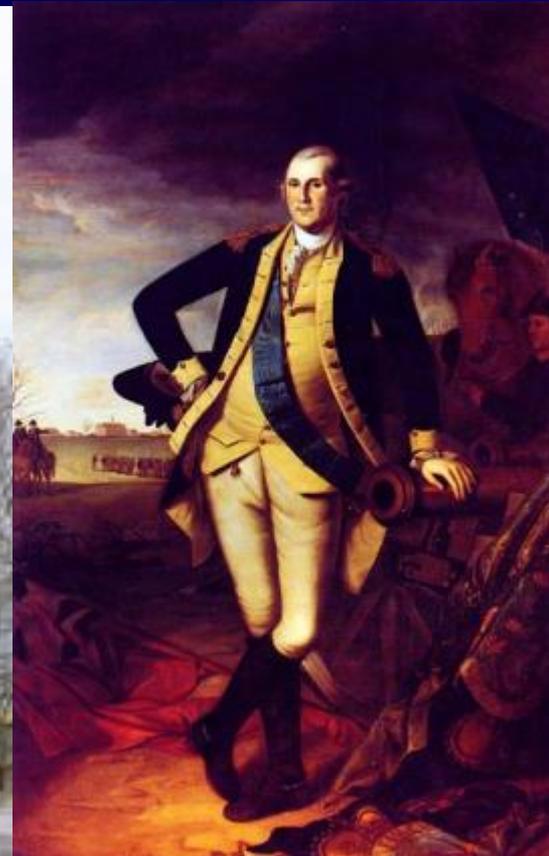


*“If you are not a success, you are a failure.”*

# Self Control

*“When a  
is the*

- ∞ The w
- ∞ As the
- ∞ battle
- ∞ The te
- ∞ upcom



*tion; It*

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s the*

*“If everything seems under control, you’re just not going fast enough.”  
- Mario Andretti*



# *Self Control - Withdrawals or Deposits*

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## Withdrawal

## Deposit

Disrespect/Discourteous	→	Kind
Never saying you're sorry	→	Apologizing
Criticizing/Humiliating	→	Loyal to those not present
Not keeping commitments	→	Following through
Hold grudges	→	Forgiving



# Humility

*“We do it because we love you Sir”*

## **Baker has Cubs believing**

*WebPosted Fri Oct 10 12:02:48 2003*

CBC SPORTS ONLINE - Sammy Sosa can hit the ball a mile. Kerry Wood throws fire. But the Chicago Cubs' biggest weapon may be manager Dusty Baker's positive attitude.

For years, the Cubs have been baseball's real-life versions of the Bad News Bears -- loveable losers. Coming into this season, the Cubs hadn't won the World Series in 95 years -- a championship drought even greater than the one the cursed Boston Red Sox are currently in the midst of.

That said, there have been good seasons at Wrigley Field and some of baseball's best -- like Ernie Banks and Fergie Jenkins -- have worn a Cubs jersey. But even in those seasons where things went well,





# *Enthusiasm*

***“One person with Enthusiasm makes the majority.”***







# 12 signs that the audience is not listening:

(From: [http://www.presentationhelper.co.uk/boring\\_presentations.html](http://www.presentationhelper.co.uk/boring_presentations.html))



# Tact

*"If you have  
of your f*

- ∞ A profes
- ∞ No longe
- of people
- ∞ Less tact
- lose peo



*n a few*



*"Some cause happiness wherever they go; others, whenever they go."*

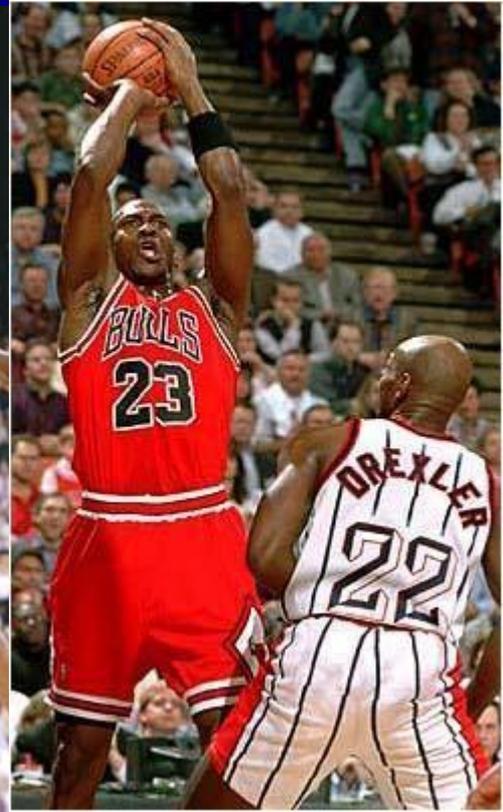
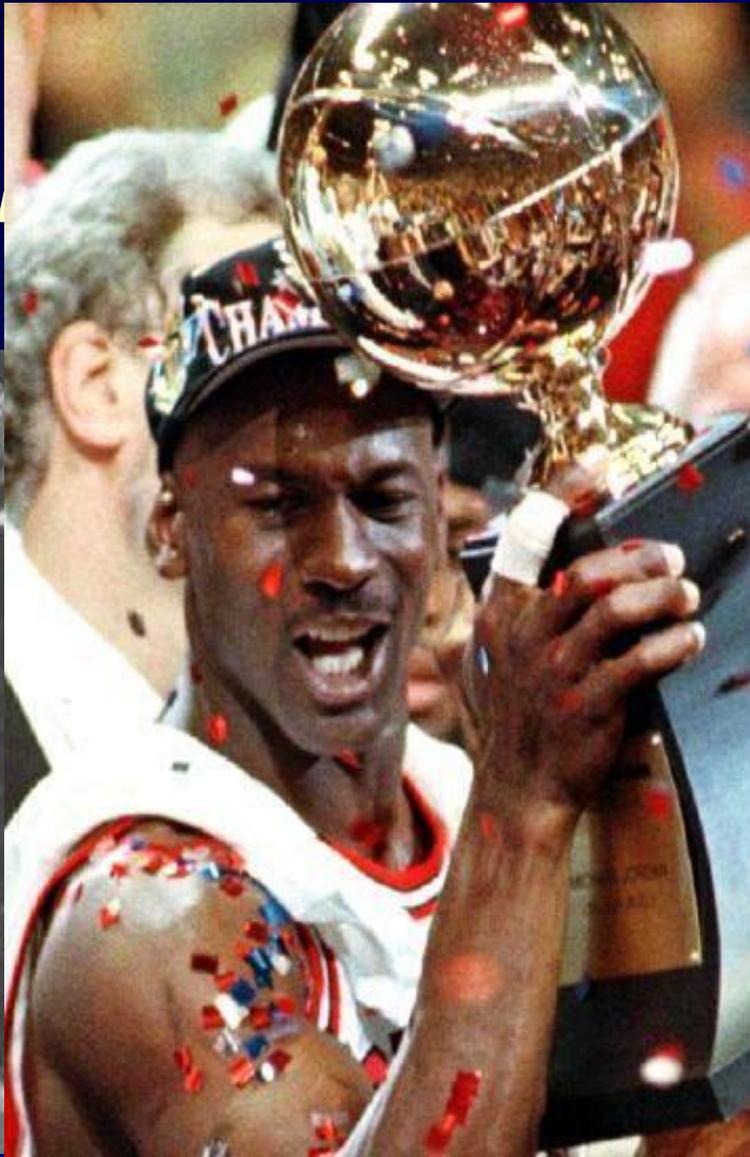
*- Oscar Wilde*



# Knowledge

*“Knowledge s  
Hendrix*

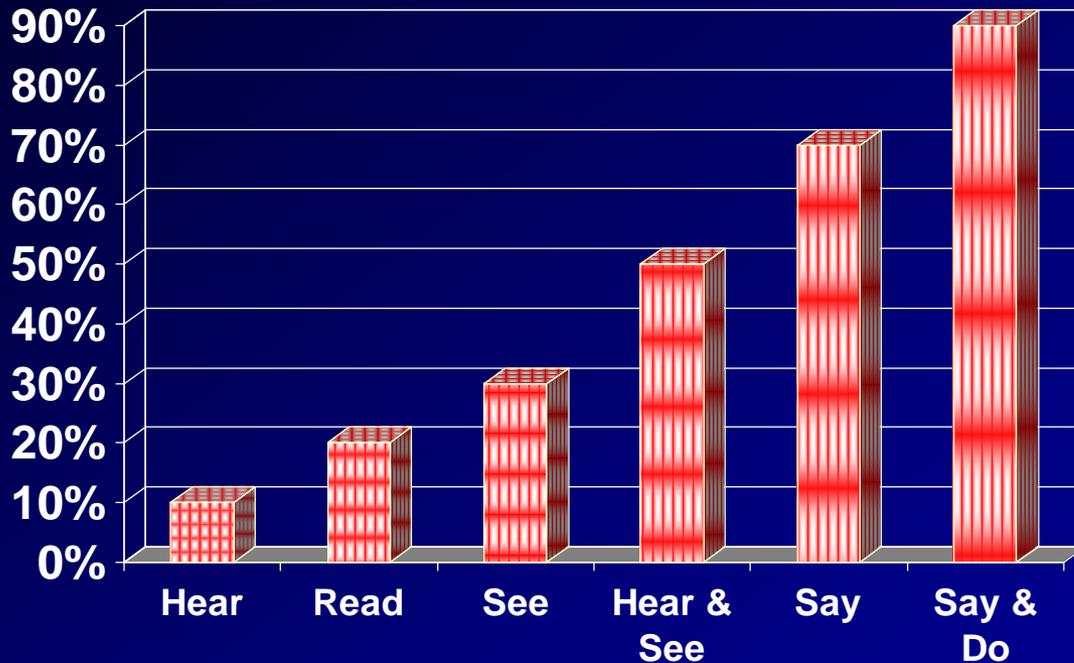
*ens.” - Jimi*





# Knowledge & Learning

How we Learn



*I hear and I forget*  
*I see and I remember*  
*I do and I understand*





# *Repetition...*

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Repetition is the mother of learning,  
the father of action,  
and the architect of success.





# *Initiative*

RO

“M

7



*- Walt Disney*



*1986: 8 Great Days of new companies – YES, this could be you!*

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*March 4, 1986 – Sun  
(Stanford University Network)*





*March 12, 1986 – Oracle*



**ORCL IPO:**

**Open:15**

**Close:20.75**

**Up 38%**





*March 13, 1986 – Microsoft*





# Respect

*“Talk is cheap but like other cheap things it is liable to prove expensive in the end”*

- ∞ Respect
- ∞ Respect
- ∞ There are different personalities that are
- ∞ Those are the puzzle



er time  
personalities  
of the

*“The real art of conversation is not only to say the right thing at the right time, but also to leave unsaid the wrong thing at the tempting moment.”*

# Types of Listening

- ∞ Empathic Listening - Feel what the speaker feels. Really get inside the person.
- ∞ Attentive Listening
- ∞ Selective Listening
- ∞ Pretend Listening
- ∞ Ignoring
- ∞ Interruptions prolong a conversation
- ∞ Remember that you can't learn what you can't hear.





## *Affliction & the Effect*

---

- ∞ Affliction = Intense Pressure (Greek)
- ∞ The causes and results of stress are
- ∞ Stress and life changing units (LCU) can determine your stress level
- ∞ A score of 100 in a year is a major stress level
- ∞ A score of 200 - 299 in a year causes your probability of suffering illness in the next 2 years to be 50%.
- ∞ A score of over 300 increase it to 80%



## *Life Changing Units - FYI*

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<u>Event</u>	<u>LCU</u>
Death of spouse	100
Divorce	73
Marital separation	65
Detention in jail or other	63
Death of close family friend	63
Major injury or illness	53
Marriage	50
Being Fired	47
Marital reconciliation	45
Retirement	45
Health/behavior change - family	44
Pregnancy	40



## *Life Changing Units - FYI*

<u>Event</u>	<u>LCU</u>
Sexual difficulties	39
Gaining new family member	39
Death of close friend	37
Child leaving home	29
In-law troubles	29
Boss troubles	23
Change in working hours/conditions	20
Change in residence	20
Change to new school	20
Vacation	13
Christmas	12
Minor traffic violations	11



# Loyalty

*“Loyalty is working toward something you believe in”*

- ∞ Loyalty
- ∞ Shorter costs for
- ∞ Re-awake exercisi



is greater

n and by

*“A real friend is one who walks in when the rest of the world walks out.”*

# Unselfishness

*“Life is*

- ∞ Care
- to s
- ∞ Blue
- stoc
- ∞ You
- arou



*thers.”*

*u enough  
ementing  
by those*

*“What you keep in life dies with you...what you give away lives forever”*



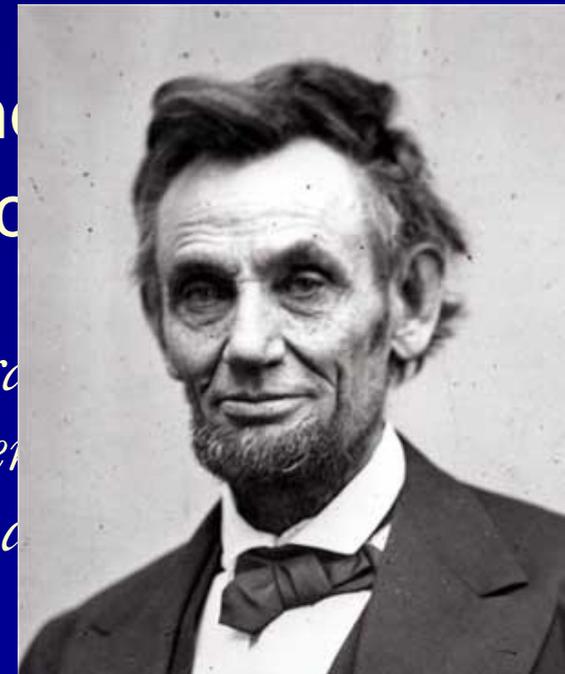
# Fortitude



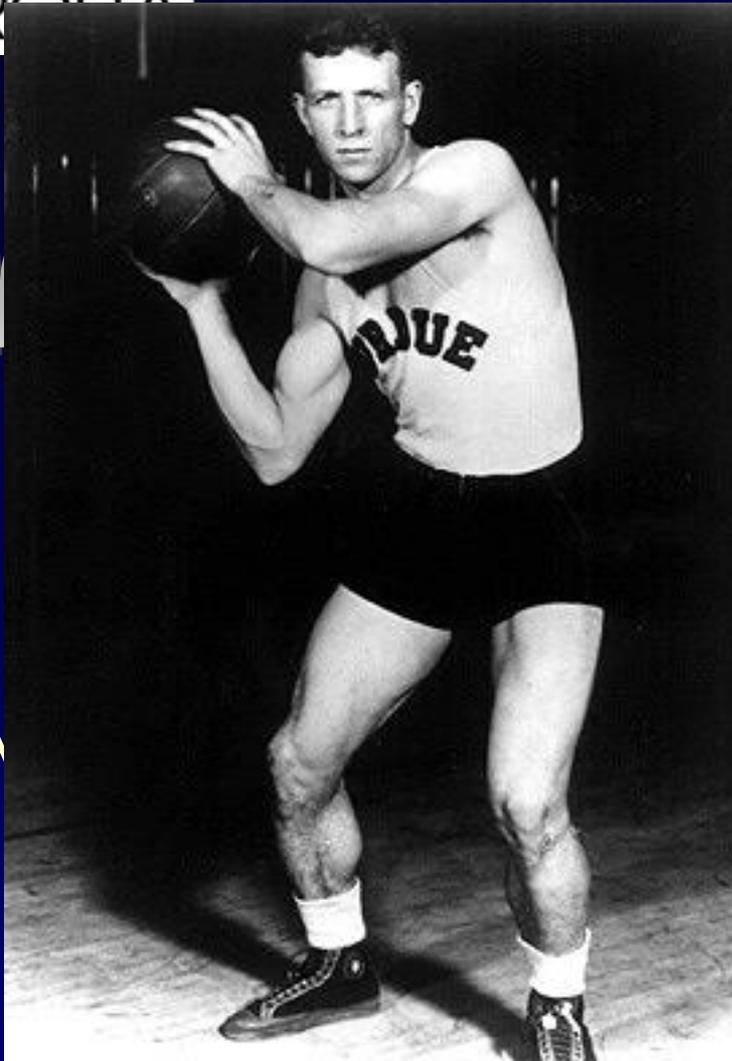
**“Strength of mind that allows you to  
or adversity with courage and cha**

- ∞ Probably the best measure of our pro  
life.
- ∞ Only a few opportunities a year to m
- ∞ Often a painful reminder of how diffic  
attain.

*“I desire so to conduct the affairs of this administr  
the end, when I come to lay down the reins of power  
other friend on earth, I shall at least have one friend  
friend shall be down inside of me.”*



- Abraham Lincoln



“N

be  
s can



# *Seven Point Creed*

## *Given to John Wooden by his Dad*

- ∞ Be true to yourself.
- ∞ Make each day your masterpiece.
- ∞ Help others.
- ∞ Drink deeply from good books, especially the Bible.
- ∞ Make friendship a fine art.
- ∞ Build a shelter against a rainy day.
- ∞ Pray for guidance and give thanks for your blessings every day.



*“Talent is God-given. Be humble.*

*Fame is man-given. Be grateful.*

*Conceit is self-given. Be careful.”* - John Wooden<sup>86</sup>



# *Set your Goals Now!*

*“A goal is a dream with a deadline.”*



*“Never underestimate your power to change yourself. Never overestimate your power to change others.”*



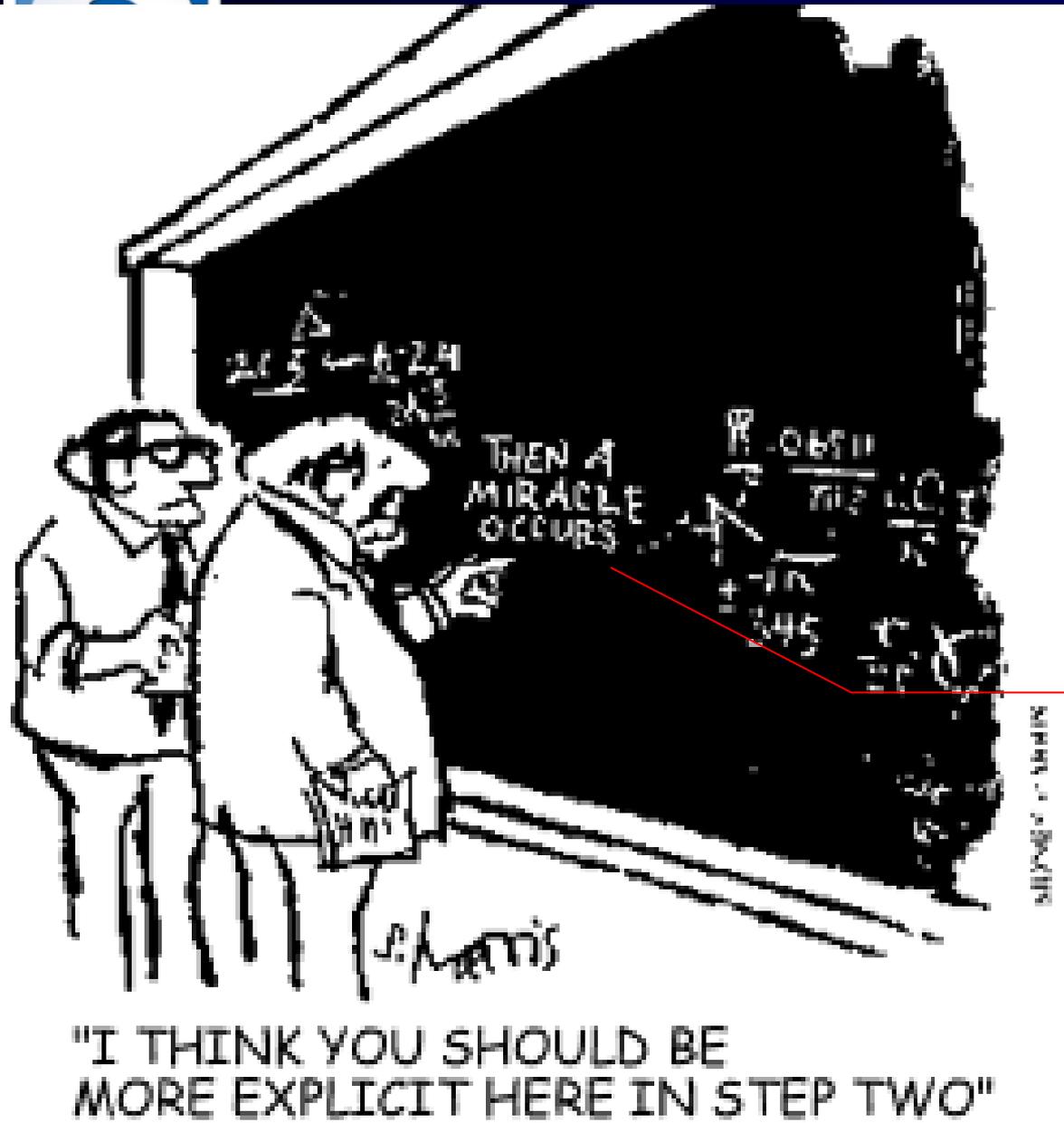
## *Set your Goals Now!*

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*“If a quality of character comes to seem so important that one identifies one’s self-respect with having it, one will get it.”*

*-- Brand Blanshard, 20th-century philosopher*

- ∞ Make it personal
- ∞ Great thoughts --> Great opinion --> Great action --> Great Habits
- ∞ Who would you emulate?



*How to  
acquire  
leadership  
traits?*

*Then a  
miracle  
occurs...*



# *Goals for Success & Happiness:*

---

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

*“The indispensable first step to getting the things you want out of life is this - decide what you want.”*



## *Steps to Reach those Goals:*

---

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

*“People seldom see the halting and painful steps by which the most significant success is achieved.”*



## *Qualities I need to Pursue Goals:*

---

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

*“Good habits are as easy to form as bad ones.”*



## *Qualities I am Deficient in:*

---

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

*“There is no recipe for success, but there are ingredients..”*



# *Build a Successful Team*

- ∞ Make each team member feel responsible for the success of the project
- ∞ Make each team member accountable
- ∞ Share the Success with all team members
- ∞ Attributes of a Successful Team:

Respect

Loyalty

Trust

Common Goal

Communication

Flexibility

Honesty

Unselfishness

Support

Understanding

Positive Attitude

Leadership

**T**ogether  
**E**veryone  
**A**chieves  
**M**ore





# *Historical Ages*

---

## Historical Age

Agrarian (Agricultural) Age

Industrial Age

Information Age

Knowledge Age

## Valued

Land

Companies/Materials

Technology

Knowledge/Data

*How exponentially fast are we moving? Consider this...just 100 years ago there was no such thing as a car!*



## *64-Bit advancement of Directly addressable memory*

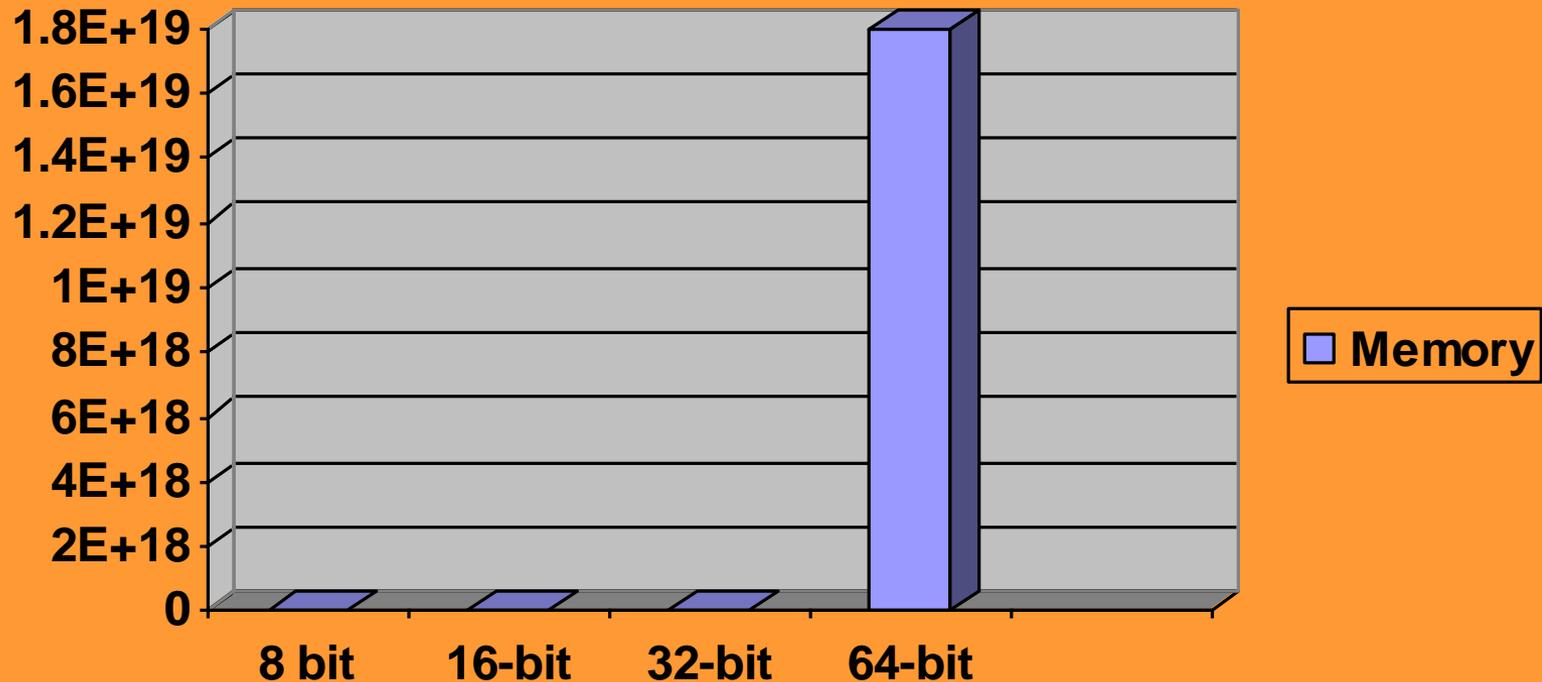
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	<u>Address Direct</u>	<u>Indirect/Extended</u>
<u>4 Bit:</u>	16	(640)
<u>8 Bit:</u>	256	(65,536)
<u>16 Bit:</u>	65,536	(1,048,576)
<u>32 Bit:</u>	4,294,967,296	
<u>64 Bit:</u>	18,446,744,073,709,551,616	

When the hardware physically implements the theoretical possibilities of 64-Bit, things will dramatically change.... ...moving from 32 bit to 64 bit will be like moving from 4 bit to 32 bit or like moving from 1971 to 2000 overnight.

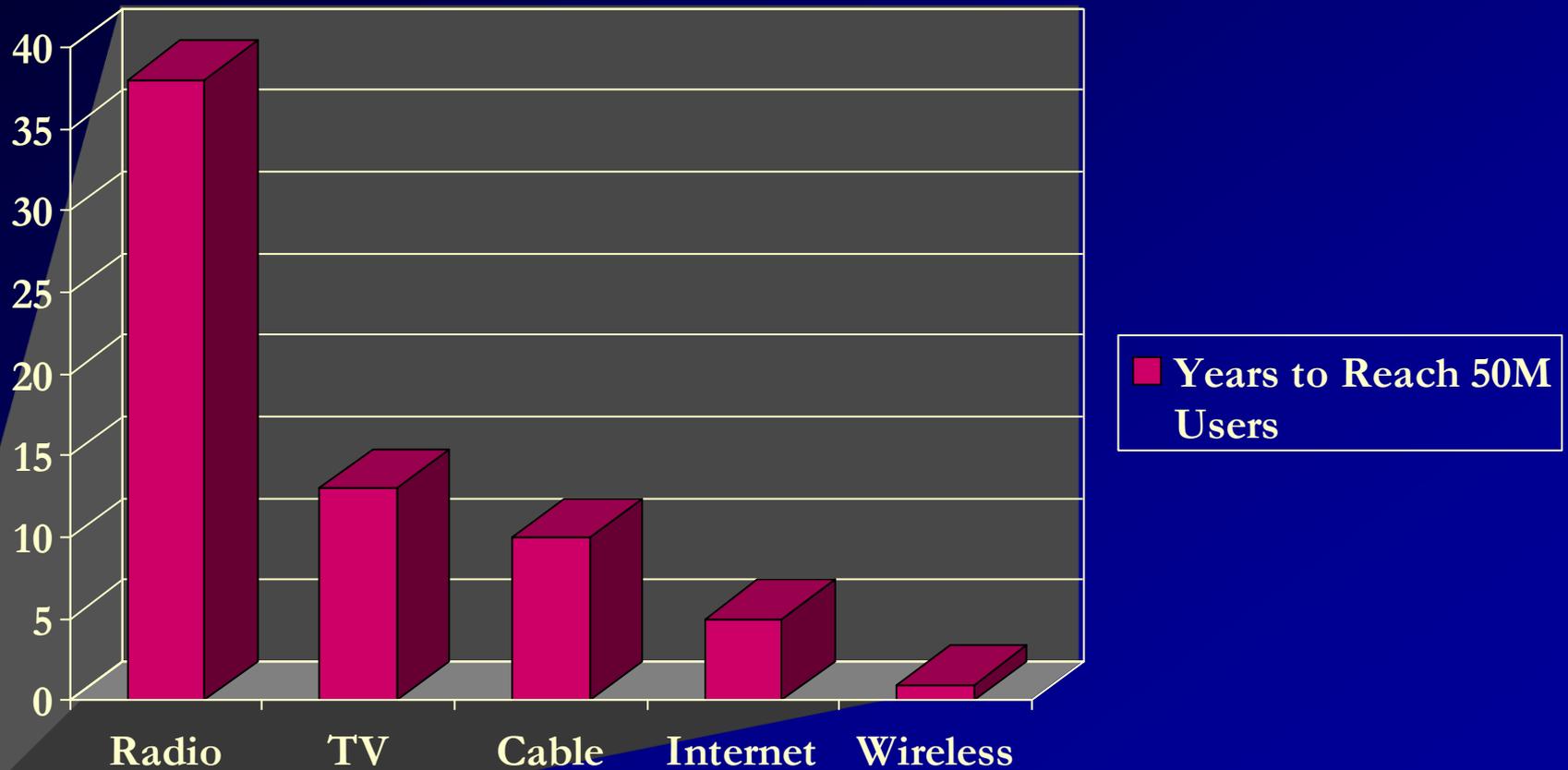


# *Directly Addressable Memory*





# *Compelling Technology Statistics!*





# Friedman's 6 Dimensions of Understanding Globalization\*

- Politics (Merging)
- Culture (Still disparate)
- Technology (Merging/Merged)
- Finance (Merging/Merged)
- National security (Disparate)
- Ecology (Merging)



\* Sited from Mark Hasson, PSU, *Global Pricing and International Marketing*.



# *Waves of Acceleration!*



<u>Country</u>	<u>Time to Oust Ruling Communist Govt.</u>
Poland	10 Years
Hungary	10 Months
E. Germany	10 Weeks
Czechoslovakia	10 Days
Romania	10 Hours



*“Human history becomes more and more a race between education and disaster.”*

*- HG Wells*



# *NEW Waves of Acceleration!*



<u>Country</u>	<u>Time to Oust Ruling Dictators or Monarchy</u>
Iraq	?? Years (with help)
Afghanistan	?? Years (with help)
Egypt	Months
Tunisia	Months
Libya	Months
Yemen	?? Months
Syria	?? Months or Years
Saudi Arabia	?? Years or months
Iran	?? Decades or weeks



Intel pushes savings with new 10-core server chips

THE FRIEND

Five exabytes of disk storage ship in 2010

After 3 days, Google Gmail still not fixed for everyone

Facebook temporarily loses its social media photos

Facebook photos

By Lucas Mearns

March 9, 2009

[Facebook.com](http://Facebook.com)

hard drive failure  
stored photogra

According to the  
upgrade Friday

"You may have  
appearing or are  
view them. We'  
simultaneous h  
Facebook engin

News

## Egypt's 'Net shutdown a wakeup call for CIOs

By Juan Carlos Perez

January 28, 2011 04:41 PM ET

Comments (0) Recommended (15)

Like 6

IDG News Service - Reading the news of Egypt's Internet crackdown, CIOs around the world may be wondering how their companies would fare if such a situation happened in their home countries.

Especially with the increased adoption of cloud-hosted applications and IT computing services, the notion of a countrywide Internet access blackout is bound to rattle IT executives.



# The Future: 8 Exabytes

## Look what fits in one 11g Database!



2K – A typewritten page

5M – The complete works of Shakespeare

10M – One minute of high fidelity sound

2T – Information generated on YouTube in one day

10T – 530,000,000 miles of bookshelves at the Library of Congress

20P – All hard-disk drives in 1995 (or your database in 2010)

**700P – Data of 700,000 companies with Revenues less than \$200M**

**1E – Combined Fortune 1000 company databases (average 1P each)**

**1E – Next 9000 world company databases (average 100T each)**

**8E – Capacity of ONE Oracle10g Database (CURRENT)**

12E to 16E – Info generated before 1999 (memory resident in 64-bit)

**16E – Addressable memory with 64-bit (CURRENT)**

161E – New information in 2006 (mostly images not stored in DB)

1Z – 1000E (Zettabyte - Grains of sand on beaches -125 Oracle DBs)

100TY - 100T-Yottabytes – Addressable memory 128-bit (FUTURE) <sup>104</sup>



# *Realizing your Goals*

---

- ∞ Think positively about all things - especially you.
- ∞ Expect the best and do your best.
- ∞ Focus on goals and visually them happening
- ∞ Look forward - Tomorrow is gone.
- ∞ Pay the price to reach goals
- ∞ Believe in yourself - Humans are built for the impossible!
- ∞ The future is what WE make it – it's written yet!

***“FAILURE IS NOT AN OPTION!”***

**- Gene Kranz**



# Questions??





*“Life is not measured by the number of breaths we take, but by the moments that take our breath away.”*

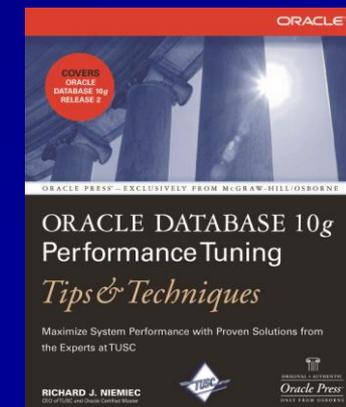
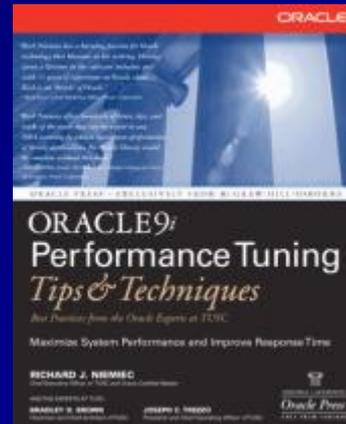
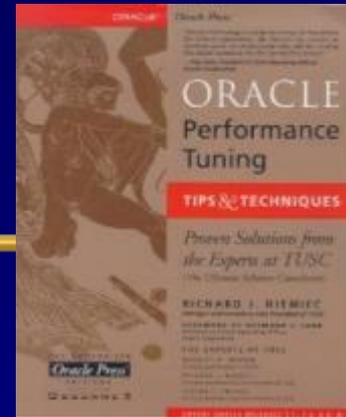
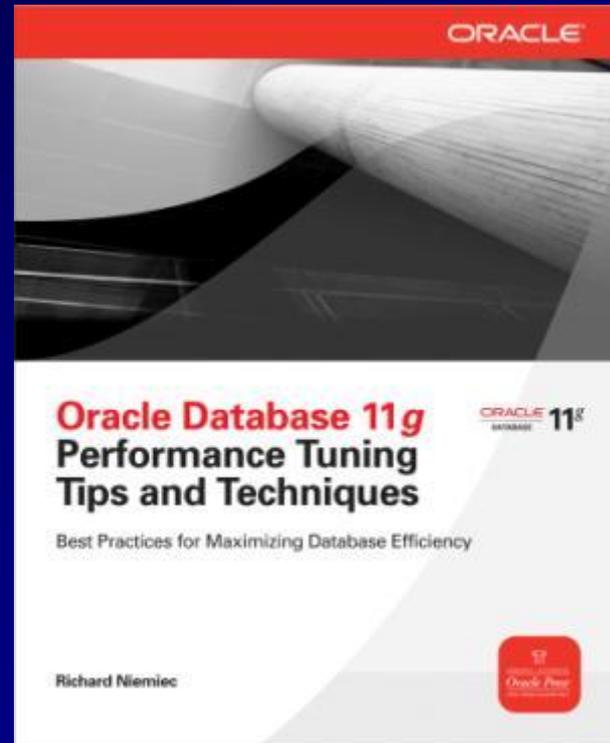


*-Dr. Bob Moorehead*



# For More Information

- ∞ [www.tusc.com](http://www.tusc.com)
- ∞ *Oracle 11g Release 2 Performance Tuning Tips & Techniques; Richard J. Niemiec; Oracle Press (Available now)*



*“If you are going through hell, keep going” - Churchill*



# *TUSC – 20<sup>th</sup> Anniversary*





# Oracle Corporation – 30<sup>th</sup>+ Anniversary

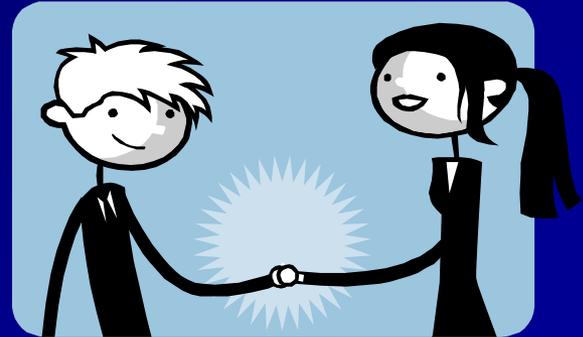




## *Special Thanks To:*

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Regina Niemiec, Pat Holmes, Brad Brown,  
Joe Trezzo, Barb Dully, and Judith Sim





# References



- ∞ The Traits of the Uncommon Leader; U.S. Marine Corps Manual
- ∞ Your Success Extends beyond Technical Excellence, Joe Trezzo
- ∞ 60 Minute Manager - Joe Trezzo, TUSC
- ∞ Uncommon Leaders; TUSC, 1989
- ∞ What's next for IT?; Larry Geisel, Netscape
- ∞ The Miracle of Motivation; George Shinn
- ∞ God's little devotional book for leaders
- ∞ 7 Habits of Highly Effective People; Steven Covey
- ∞ The Laws of Leadership - John Maxwell
- ∞ Mentoring - Bobb Biehl
- ∞ The making of a leader - Frank Damazio
- ∞ Bullet Proof Manager Seminars, Krestcom Productions, Inc.
- ∞ Mark Hasson, PSU; Global Pricing and International Marketing
- ∞ Successories Inc.
- ∞ [www.motivateus.com](http://www.motivateus.com); [www.cs.virginia.edu/~robins/quotes.html](http://www.cs.virginia.edu/~robins/quotes.html)



*“Success usually comes to those that are too busy to be looking for it.”*

*- Henry David Thoreau*



# *Rolta— Your Partner .... Accomplished in Oracle!*

2012 Oracle Excellence Award

(9 Partner of the Year / Titans / Excellence Awards)



Prior Years Winner 2002, 2004\*, 2007\*, 2008, 2010, 2011

\*Won 2 Awards



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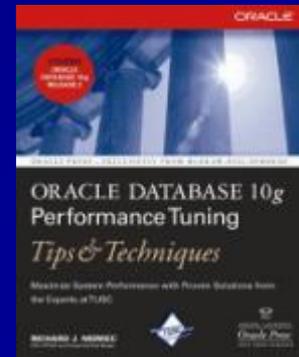
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# Rich's Overview...



- ∞ Advisor to Rolta International Board
- ∞ Former President of TUSC
  - ✓ Inc. 500 Company (Fastest Growing 500 Private Companies)
  - ✓ 10 Offices in the United States (U.S.); Based in Chicago
  - ✓ Oracle Advantage Partner in Tech & Applications
- ∞ Former President Rolta TUSC & President Rolta EICT International
- ∞ Author (3 Oracle Best Sellers – #1 Oracle Tuning Book for a Decade):
  - ✓ Oracle Performing Tips & Techniques (Covers Oracle7 & 8i)
  - ✓ Oracle9i Performance Tips & Techniques
  - ✓ Oracle Database 10g Performance Tips & Techniques
- ∞ Former President of the International Oracle Users Group
- ∞ Current President of the Midwest Oracle Users Group
- ∞ Chicago Entrepreneur Hall of Fame - 1998
- ∞ E&Y Entrepreneur of the Year & National Hall of Fame - 2001
- ∞ IOUG Top Speaker in 1991, 1994, 1997, 2001, 2006, 2007
- ∞ MOUG Top Speaker Twelve Times
- ∞ National Trio Achiever award - 2006
- ∞ Oracle Certified Master & Oracle Ace Director
- ∞ Purdue Outstanding Electrical & Computer and Engineer - 2007