



**100 BEST PLACES
TO WORK IN IT 2008**

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Class of 2009 Yearbook: The Ho



Jerome Oglesby

Chief technology officer

EMPLOYER: Deloitte Services LP

LOCATION: Hermitage, Tenn.

FIRST JOB: "Working with my father in his construction business. I spent every summer and usually some weekends doing concrete work and other odd jobs."

MOST VALUABLE CAREER ADVICE:

"When I finished high school, instead of college, I took a job in a local factory. A friend who worked there for 23 years questioned my being there. He told me to quit and go back to school. It was the soundest advice I have received in my career."

WHAT DO YOU LOVE ABOUT IT? "IT provides opportunities to develop innovative solutions to business needs that contribute to the bottom line; this is personally rewarding and gratifying knowing you have made a difference."

BEST MENTORING RELATIONSHIP: "Over 10 years ago, my manager asked me what my career aspirations were. He then helped me meet my short-term goals we discussed. I had a mentor and did not even know it. He later hired me in two of my roles. I still consider him a mentor today."

PASSION OUTSIDE OF WORK: "My passion outside of work is golf. It is relaxing, enjoyable, humbling, frustrating, pressure-packed and competitive all rolled into one. If you have ever played the game, you can identify with this."

LEADERSHIP PHILOSOPHY IN A NUTSHELL: "Treat every employee as an individual, be a model for the behavior that you want the organization to follow, inspire employees to give their best, give them the

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accountability and authority to get the job done, and be there to back them or help them when they need it

"AHA" LEADERSHIP MOMENT: "It happened while trying to understand the Generation Y technology gap and how we will attract and retain Gen Y talent. It wasn't until I spoke with my own Gen Y college senior and a group of Gen Y interns that I learned that it's the sense of individuality that attracts them to these technologies. I had to change my view on the technologies and look for ways to incorporate that individuality into our tools. That thinking is now emphasized in our new employee portal."

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