

FROM THE IDMA DESK

Top-Down Bottom-Up Approach

I'm the type that's always interested in understanding more about how one levels up in a company and what leadership skills one must possess to accelerate in a role. I once had the pleasure of working in a human resources professional development department and was excited to see first hand the top-down process of choosing leaders that could potentially grow a company and the bottom-up approach employees took to accelerate themselves into their desired roles.

What I learned was intriguing. It has driven me to implement this knowledge into my growth process.

Top-Down Process

Every successful company has a process for accessing top talent within an organization. From a top-down perspective, they are making sure to align talent to the future state of the business. Talent placed in leadership roles aligns with the company's core leadership attributes and values and is chosen from succession plans in which executives will name people who are ready now to succeed in a role at a higher level.

You probably are familiar with that sometimes-dreaded section on most yearly performance reviews centering around development needs or area(s) of improvement. How you respond and follow-through can work for your benefit and carry you far up the corporate ladder.



MILDRED MOORE-WHITE
DIGITAL MEDIA MARKETING,
IDMA

Bottom-Up Approach

I witnessed employees separate themselves from others on their teams. Employees visible to high-level executives proactively sought critical leadership feedback, consistently asked about, researched, and attended professional development courses offered by Human Resources. They set goals aligned with the company, used their strengths to their advantage, improved vulnerabilities that could compromise reaching company goals, and never shied away from professional development. The ability to network was critical to their success as well. Not only within their department but across several departments and in some cases, silos.

Now, I have an opportunity to take what I know and help others gain career visibility while working at IDMA. One great thing about IDMA is that it offers opportunities to support and increase a data manager's visibility of insurance data management through all that it offers, including:

- Education and certification curriculum
- Training workshops and seminars
- Peer-to-peer networking opportunities
- Conferences and other forums
- Panelist and speaking opportunities
- Volunteering opportunities

If I could offer any advice to data managers and data professionals, it would be to figure out your company's business goals and objectives, work to align your goals to them, and use your strengths to be seen and heard.



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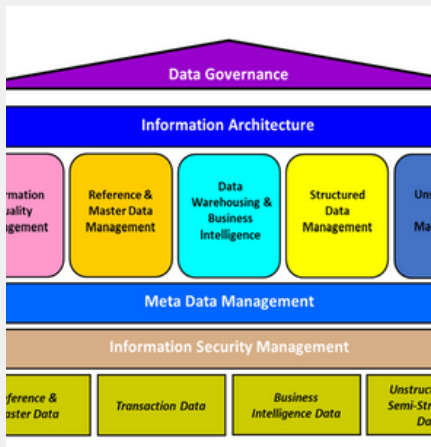
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TRANSFORMATION

MAINTAINING CONTROL IN AN AUTOMATED WORLD

BY MAJEED RAHEL
VICE PRESIDENT-INSURANCE OPERATIONS, SMARTTECH INSURANCE

In today's digital world, rapid change has become a normal part of life. New hardware and software are continually being introduced. One of the claimed benefits of these changes is improved data quality and therefore better information upon which the company can base its decisions. The addition of new hardware and software will not automatically improve the quality of your data, and unless the changes are properly incorporated into your processes, they may have a negative effect on your data and the resulting information.

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METADATA AS PART OF ENTERPRISE DATA MANAGEMENT

BY ANNE MARIE SMITH, PH.D., CDMP, CBIP, ARM
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Enterprise Data Management (EDM) is the practice of managing data and information to identify and improve its business value. Enterprise data management provides a practical framework for coordinating the management of data with business priorities. Although metadata is not new, its importance to effective data management has been receiving attention as a critical element for maintaining the value of an organization's data. Metadata provides the means for identifying and classifying data within subject areas and enabling users and technologists to manage the context as well as the content in information systems.

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DATA DEMOCRATIZATION AND DATA CONSUMER ENABLEMENT PART 1: DATA CONSUMER COMMUNITIES

BY DAVID LOSHIN
PRESIDENT, KNOWLEDGE INTEGRITY, INC.

One byproduct of a strategy for data modernization is that the awareness of numerous ways that data consumers might want to use data assets motivates improving data accessibility and availability. This is characterized by the concept of "data democratization," whose goal is to enable multiple communities of data consumers to access shared data in the modernized environment.

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ANSWER TO MAY 2022 TRIVIA

They throw one cigarette overboard and make the boat a cigarette lighter.

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TRIVIA (WIN \$25)

Take one full cup of coffee a drink 1/6 of it. Replace what you drank with milk. Now, drink 1/3 of the coffee/milk mixture. Again, replace what you drank with more milk. Now, drink 1/2 of what is in the cup. Once again, replace what you drank with milk. Now drink the entire cup of mixed coffee/milk.

The questions are:

1. Have you had more milk or more coffee?
2. How much of each have you had?

Submit your answer to team@idma.org.

A \$25 Amazon.com gift card prize will be awarded to the randomly-drawn person among the first five who solve the question correctly. You may only guess one time. The correct answer and winner's name will be published in next newsletter issue – July 2022 issue.



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