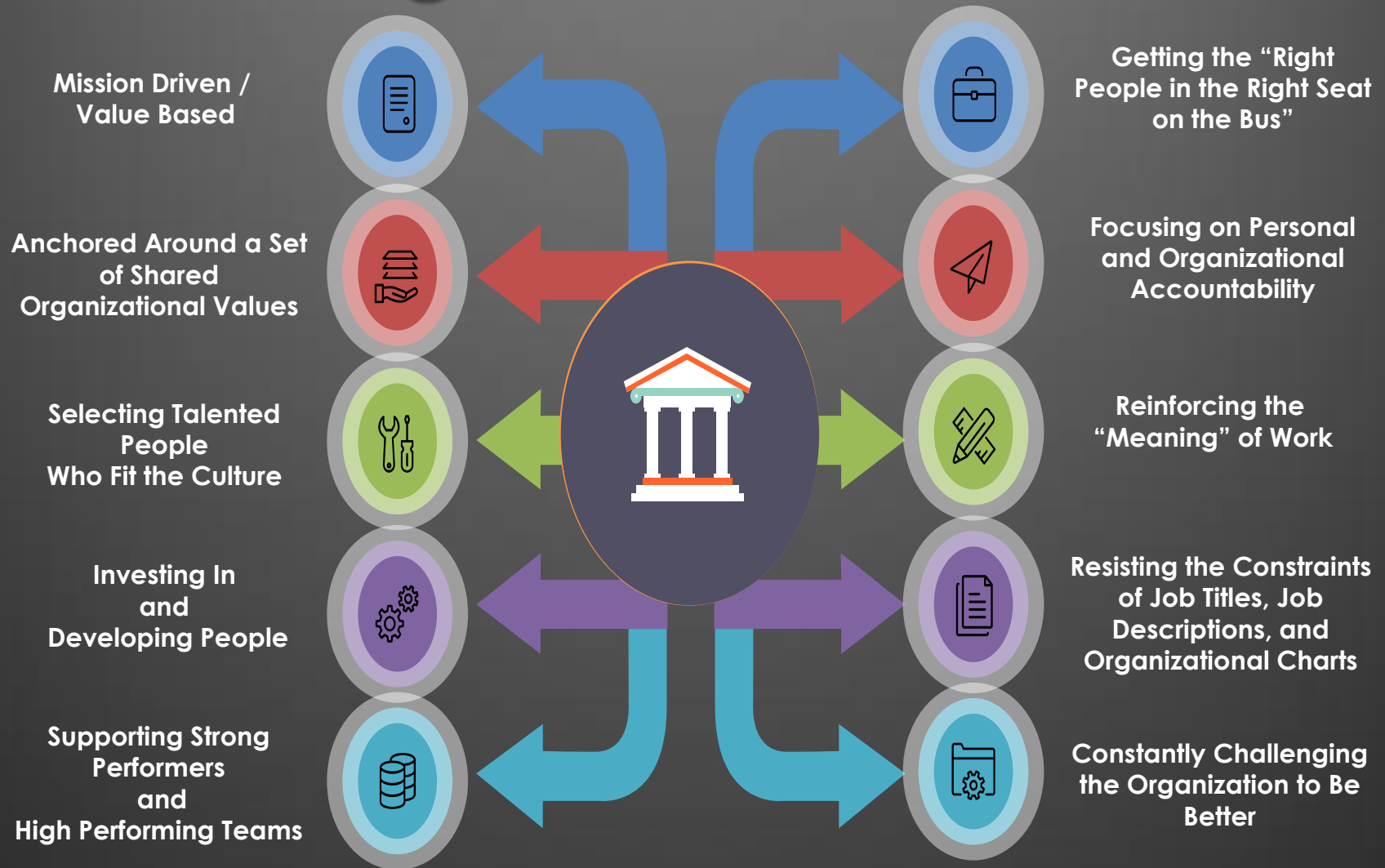


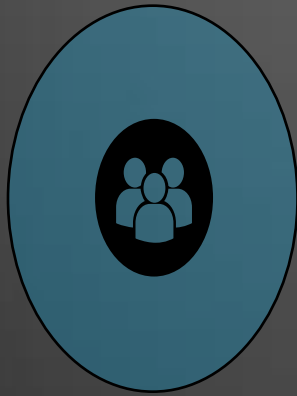
# The Future of the Profession: Skills for the 21<sup>st</sup> Century

Robert J. O'Neill  
Fellow, Joseph P. Riley Jr. Center for Livable Communities  
College of Charleston

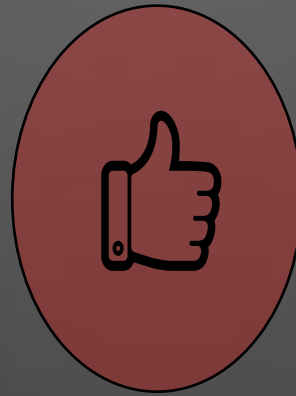
# 10 Characteristics of Great Organizations



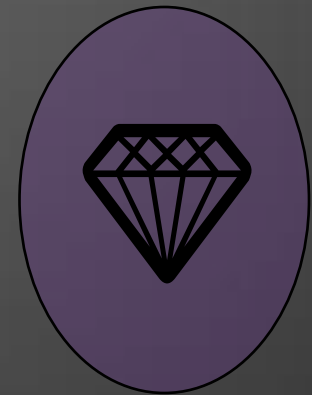
# Three Challenges



Importance of  
the Relationship  
is Different



Results  
vs  
Politically  
Acceptable



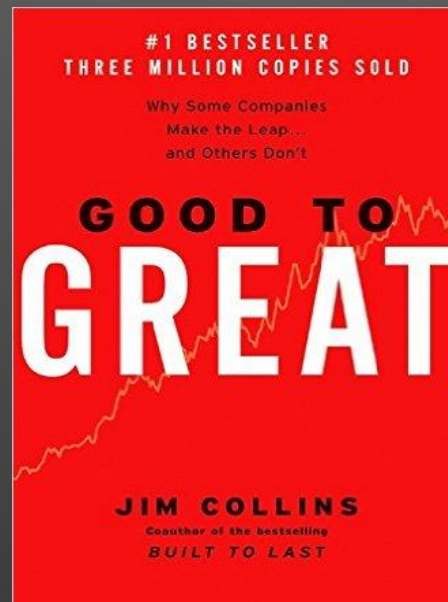
Facts  
vs  
Stories as  
Currency

# Leadership Skills for the Profession: Lessons from Collins & Pink



Greatness requires endless  
change and adaptation  
while preserving core values  
and purpose.

- Jim Collins



**IF RESULTS MATTER,  
THEN LEADERSHIP AND  
MANAGEMENT COUNT**

Thank You

Questions?