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Management Philosophy



Management is defined by the *Merriam-Webster Dictionary* as the ability “to handle and to control.” It’s a definition I believe is outdated and does not reflect today’s successful business cultures. The companies that have succeeded through the recent economic turbulence are those that have learned to value their employees and their customers. They work to inspire performance and success, creating an environment of cooperation and not a hierarchy of dominance.

It has NEVER been my objective to “control” my staff. Rather, it has ALWAYS been my objective to nurture them, instilling within each and every one a sense of individual contribution to the success of the entire team, the project or the organization. And I have succeeded.

It has NEVER been my objective to “handle” my clients or partners. Rather, it has ALWAYS been my objective to build outstanding relationships with my clients and partners. It is those relationships that ultimately orchestrate projects to successful completion. And I have succeeded.

Much of my management philosophy is anchored within four core concepts:

A commitment to learning – I have always committed myself and my teams to constant learning and education, either through self-study, company-sponsored training, certification programs, college courses and more. If one is to remain on the forefront in the technology industry, continuing education, both as a technologist and as a business manager/leader, is vital to retain the competitive edge. Further, by creating an environment that rewards training and development, I have created project teams with tremendous technical expertise and the ability to consistently deliver projects on time, within budget and according to all performance specifications.

Building positive relationships – Much of one’s success in management depends on their ability to build relationships – relationships with their staff members, clients, project partners and others. Throughout my career, I have been in the advantageous position of working as the liaison between “employer” and “client” to facilitate multi-million dollar technology projects. In this capacity, I have built relationships that lead to tremendous financial and technological success because of my ability to communicate, build consensus and my perseverance to achieve the goals and objectives of the project.

Listening – One of the most valuable skills in any business environment is the ability to listen and to really hear what someone is saying, whether it be a staff member, a client or a business partner. Not only do you need to hear their words, you need to “hear” their expressions and any underlying messages. It is often the subtleties of conversation that provide the most valuable information.

A strong and decisive leadership style – An organization or project team is only as strong as the leader. As a leader, I believe the most effective things that I can do are to provide a clear vision of our objectives, provide a clear path towards achieving those objectives and to lead by example. I work to inspire and energize my staff by demonstrating a consistently optimistic attitude, showing courage to explore new ideas and new concepts, exhibiting an unending commitment to integrity and by encouraging open communications. When I demonstrate those attributes in my day-to-day activities, my staff assumes them as their own and we are able to achieve what has been previously described as the “unreachable.”