

Memo from Attorney General Elect Tom Horne

From: Sally Ripley
To: John Abretske, Ripley, Sally
Date: 2010/12/15 14:51
Subject: Memo from Attorney General Elect Tom Horne
Attachments: Horne Memo to AG Staff 12.15.10.pdf

The attached memo is being sent to all AGO employees.

TOM HORNE
ATTORNEY GENERAL ELECT

December 15, 2010

Dear Future Colleagues:

This is a follow up to my last letter. I have heard concerns about whether the transition would involve massive personnel changes as may have happened in past transitions. The answer to that question is no. The number of people asked to leave, if any, will be few.

As those who have worked with me at the Department of Education could confirm, it is not my leadership style to make major changes in policies, organization, tactics, etc., in the beginning. Rather, I do my best to learn as much as possible, so when change comes in an evolutionary fashion, it is well informed. I also try to make sure that all those involved have input before significant changes are made.

Organizations should seek continuous improvement, and that involves change. But when change occurs, care must be used to minimize damage to those things that are working well. Otherwise, change can be a step backward rather than forward.

One of my goals will be that leadership at all levels of the Attorney General's office will be positive leadership.

During these holidays, I hope each of you takes the opportunity to enjoy the season, and I look forward to seeing you in January.

Sincerely,



Tom Horne

TH:gj