



JIM FISCHER SHARES HIS SUCCESS STORY EMPLOYEE TRANSITION SPOTLIGHT

Transitioned from: Canadian Imperial Bank of Commerce

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Jim Fischer

You might say Jim Fischer arrived at HP through the back door, and it was a bit tricky getting in.

In 2002, Jim was in his 21st year of employment for the Toronto-based Canadian Imperial Bank of Commerce (CIBC). HP had a joint venture agreement with the financial institution providing mission-critical outsourcing to a number of large North American companies. And Jim, who made his way through the ranks of the delivery and IT support side of Operations at CIBC, was working with sales teams to develop outsourcing deals for the joint organization, Intria-HP.

When HP and CIBC decided to dissolve the joint venture and move to a commercial outsourcing arrangement, who did they tap to help close that deal? That's right – Jim. He was tasked with representing his potential future employer in an agreement to dissolve a joint venture with his current employer.

"It was a bit of an awkward position," he says. "And it was my first major deal as a lead solution architect (SA). Luckily, the deal went through. It would've been a whole different world for me if it hadn't."


Jim was one of some 1,200 former CIBC and Intria-HP employees who transitioned to HP as a result of the new agreement. He admits that's when life changed a lot. "Suddenly, I was lead architect on multiple pursuits. I was traveling and working with new clients," he says. "But I was just entering HP and still navigating my way through the usual transition challenges – like what processes to follow."

Jim experienced cultural adjustments, too. "CIBC was a traditional, bricks-and-mortar type of business model. HP, on the other hand, is a global organization, very virtualized and matrix-managed," he says. "That part of the transition was a very pleasant change."

Jim had found his niche. Pursuits started turning into wins as he capitalized on all the new doors that were opening. "Those opportunities came to me," Jim acknowledges. "Under no circumstances would such opportunities have presented themselves within an in-house IT organization of a financial institution in Canada."

"Most of my colleagues who came over found very similar opportunities," he continues. "Managed Services was a growth engine for HP, and the CIBC talent pool that transitioned was deep – having managed what had once been HP's biggest outsourcing relationship. So we were leveraged to build this business in HP and make it successful," he says.

The deals Jim supported as the lead SA represented more than \$5 billion in revenue. "It was a very exciting run. There was a lot of electricity around us growing the business. And it was great to see the impact on our bottom line," he recalls.



For Jim, now a senior consultant, the opportunities at HP remain as broad as the scale of the company. “Our global footprint is astonishing. The diversity of our capabilities – the products and services that we offer – is huge. All that combined gives us tremendous advantage in the competitive landscape and puts us in a strong position for the future,” he says.

Looking back, it’s a good thing that back door was open.

“My career at HP has really flourished. It’s just an incredible place to be,” Jim allows. “Our world is definitely changing, but it always does. The newly combined strength of HP and EDS has so much potential. It will be exciting to see where we’re going to take it.”