

February 18, 2019

Senate State Affairs Committee
Senator Mike Shower, Chair
BY EMAIL: jake.almeida@akleg.gov

Re: Nomination of Ms. Kelly Tshibaka to be Commissioner, Dept. of Administration

Honorable Senator Shower and Committee:

I am writing to commend to you Ms. Kelly Tshibaka, a woman of the highest integrity, intellect, and professionalism. It has been my privilege to know Ms. Tshibaka for more than twenty years, having met her when we were both enrolled at Harvard Law School. Immediately following law school, we both served in the Federal government where Ms. Tshibaka quickly established a reputation as a high-performing, management-minded, inter-agency leader. Among the many talents for which I would gladly recommend her, without reservation, allow me to highlight three.

First, Ms. Tshibaka has the rare ability to create and maintain order among people and systems in complex organizations. In each role along her professional journey, she has quickly developed a strong command of core objectives and has aligned her people and her financial resources to those objectives. She understands data, people, trends, priorities, and outcomes in equal measure and possesses the ability to listen carefully, pivot appropriately, and bring along her stakeholders at every level. If, as I suspect, the Commissioner of the Department of Administration must be proficient in systems and adept with people, I can assure you that, with Ms. Tshibaka, you get both.

Second, Ms. Tshibaka is uniquely big-picture driven while highly attentive to detail. This attribute of her work was a motivation for her recruitment to the Office of the Director of National Intelligence ("DNI") from the Inspector General of the U.S. Department of Justice early in her career. I was a Legal Advisor to the Director of Central Intelligence when the DNI role was created and, subsequently, was consulted on Ms. Tshibaka's recruitment. In that role, and since, she has consistently advanced her reputation for aligning every detail to a vision-based outcome.

Third, while she is a person of clear identity and strong personality, Ms. Tshibaka embraces the diverse identities and personalities of her teams to achieve broad-based objectives. Her increasing scope of responsibility within the Federal government, and the diversity of the agencies she has served, demonstrates this well. On a personal note, I can say that Ms. Tshibaka's wedding remains the only one I have ever attended that included Jewish, Muslim, Christian, Asian, African, and Caucasian members of the bridal party. If that sounds like the beginning of a joke, it is not. It is, instead, reflective of the character and relationships of Ms. Kelly Tshibaka. She is a personable and inclusive leader.

Please do not hesitate to reach out if I can provide additional information or insights in support of Ms. Tshibaka's nomination.

Sincerely,

Daryl A. Kreml