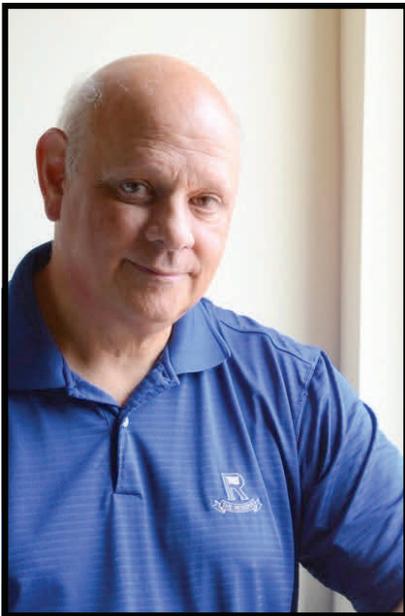


Clem Russo - The Soft Side of Retirement

Interview and article by Debbie Watson

Catch up with Clem Russo, retired VP-GM of multiple groups at Intel and new writer for the IRO Communications Team! Welcome Clem!

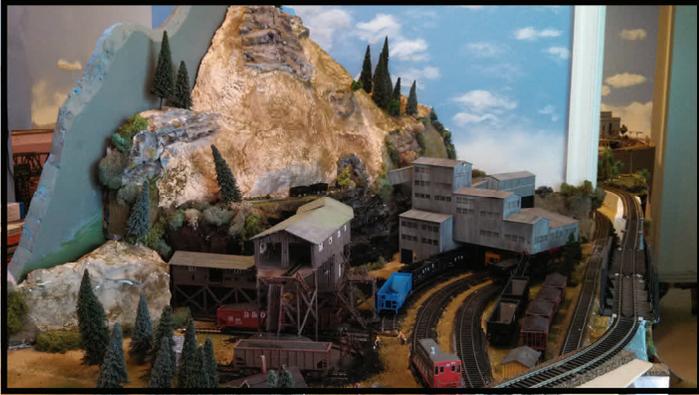


Remember Clem Russo? You may remember him from a number of different senior level positions, beginning with Dialogic acquisition, where he was VP of Operations. After the acquisition he took on the role as the Dialogic half of the integration into Intel. From there he went to work for John Miner and Jim Johnson as CPG's Operations GM. That eventually turned into GM (and eventually VP) of the Systems Manufacturing Group, Manufacturing Servers, Comms and Desktop PC Boards. Next up was a stint in Marketing Operations, then the Flash Group, and finally assignments in Pat Gelsinger and Tom Kilroy's Group as a Board Strategist, GM of the Channel Desktop Group and finally GM of the Desktop Boards business where he led the team in the turnaround of the business from an annual loss of \$68 million to almost breakeven by the last quarter he was with Intel.

Clem's story doesn't start with Intel however. He came to Intel with a great breadth of experience. His career started as a Quality Manager General Electric, but quickly grew to greater responsibilities such as Manufacturing Manager at DEC where he got his first taste of turning around a struggling organization. He also was Vice President for a couple of start-up companies, such as Lexidata (which later went Public) and Megascan. He even tried Commercial Real Estate for a year, but found he hated it! One of his final stops before Dialogic (and thus Intel) was at SMC, the communications company that invented the chip that everyone used for networking at the time.

Clem retired in 2010, although he starting planning his retirement in 2007. Of course Clem paid attention to finances after Intel, but his particular focus was on what he calls "the soft side of retirement". Clem interviewed retirees for their perspectives, asking them to describe a typical day. These interviews gave Clem clarity about what he wanted, and what he didn't want out of retirement. He didn't want to just leave

Intel; he wanted to move towards some of his other life's goals. His worst nightmare was being bored! He and his wife had extensive discussions about what they wanted to do, including where they wanted to live. They are now happily ensconced in Palm Beach Gardens on the east coast of Florida (north of Fort Lauderdale).



All aboard! Clem's railroad creation meandering from one room to the next.

As a result of all of that planning, Clem keeps busy enjoying his retirement. Clem golfs two or three times per week. He joined PGA National, and takes advantage of their five golf courses. He is also very much into a hobby he used to enjoy as a boy – model railroading. In fact, Clem transported his 25 boxes of railroad equipment from his garage in Portland, Oregon to a “suite” of two air-conditioned rooms on the top floor of his Florida home. He has 350 feet of track, 15 engines, mountains and trees. His trains travel through a “tunnel” from room to room. He enjoys the creative nature of planning his ever-expanding landscape.



Not that Clem has entirely “retired” from the workforce. Clem still contracts for Intel. In fact, Clem retired in September of 2010 and got a call from Doug Davis in November to help with his organization. He agreed, but only for a maximum of ten hours per week and only if he could work from his new home in Florida. When that job wrapped up, he took 14 months off (did some other consulting) before the next phone call. He agreed to be a coach/mentor for a new VP of Software for the tablet business. In that capacity, he helped the new employee with a lot of the ins-and-outs of Intel, including preparing and delivering effective presentations. His advice was good for all of us: Understand who you are presenting to, including their goals and priorities. “Every presentation is a sales call.” Opportunities abound for Clem, but he's staying true to his priorities and not getting back into the workforce full time.



Clem and Carol in front of their Tiffin diesel pusher motorhome that has carried them across the United States – seven times!

Clem and his wife of 45 years, Carol, made the trek to their new home in Florida in a rented motorhome. They enjoyed the experience enough to get a 40-foot diesel pusher of their own. They have gone entirely across the country seven times – but never in a rush. A typical trip takes 30-40 days and is primarily weather and interest driven. Carol does a blog of their travels, which has been printed into hard cover books to keep a record.

When asked what he learned from Intel, Clem had a few comments. First, he learned how to take the experience he already had, and apply it to a worldwide organization. He had to learn about different cultures and people, and he admits he made a few cultural mistakes! Another key learning was not to fight every battle. You have to decide what is important and select your battles accordingly.

Luckily for us, Clem also has experience as a writer! Clem has been published in magazines (primarily technical articles) and was a regular contributor of sports articles to a local paper in the Boston area. Clem has agreed to join the Communications Team as a writer. With his executive Intel experience, we look forward to his insights on future Life After Intel - Executive Series articles. He's also contemplating sharing his thoughts on the soft side of retirement.

If you would like to catch up with Clem, or discuss his many interests, please feel free to email him at: cjrusso0611@comcast.net.