



THE FIRE DRILL NO BUSINESS OWNER WANTS TO RUN



When a fire alarm goes off at a school, nobody stops to figure out what to do next. Students line up, teachers move them through the exits and everyone knows where they're supposed to go because they've done it before.

Your backup strategy should work the same way. But most businesses have never tested whether they can actually recover.

Why fire drills save lives and businesses

Fire drills do more than satisfy a policy. They prepare people before pressure sets in and answer one critical question: Will this work when we need it?

When everyone knows what to do, panic stays under control. If the plan fails, they discover it during the drill, not during a real emergency.

That is the value of practice. It removes guesswork before it matters.

The business version of a fire drill

Most businesses have backups. Far fewer have tested whether they'll work.

They don't find out until something goes wrong and they're scrambling to restore systems and get the business running again.

That's when the real cost begins.

What recovery testing looks like

Recovery testing is not theoretical. We restore from your backups, measure how long recovery takes and identify which systems come back first and where gaps exist.

The process answers questions every business should know before an outage:

- Will your backups restore successfully?
- How long will recovery take?
- Which systems should come back first?
- Can your team keep working during recovery?
- Are there gaps in your backup strategy?

That is the difference between having backups and being ready to recover.

What happens when you skip the drill

When recovery has never been tested, even a routine disruption can become a major business problem. Employees lose access to critical systems, customer service can't help customers, sales can't process orders and leadership is left waiting for answers.

The cost isn't just lost time. It's lost revenue, damaged customer trust and unnecessary disruption.

Don't wait for the emergency

Nobody runs a fire drill because they expect a fire tomorrow. They do it because an emergency is the worst time to discover the plan doesn't work.

Backup and recovery deserve the same preparation. If you haven't tested recovery, you're relying on assumptions. A controlled recovery test will tell you whether your plan is ready before you depend on it.





THOMAS HILL, CDT CEO & FOUNDER

"Don't let technology get in the way of your mission."



Grill The Perfect Corn On The Cob, Then Dress It Up

Labor Day is the last hurrah of summer, and for many families that means one more trip to the grill before the season turns. Few things say cookout like sweet corn on the cob – and grilling it is easier than boiling a pot of water.

The freshest corn is the whole game. Look for tight green husks and plump kernels you can feel through the silk, and cook it the same day if you can.

In the husk:

Soak the ears in cold water about 15 minutes so the husks do not burn, then grill over medium-high heat, turning, for 15 to 20 minutes. The corn steams inside its own jacket, so it comes out juicy and sweet. Peel off the husk and silk after cooking; they slide right off.



Dress it up:

Compound butter: Blend softened butter with garlic and chopped herbs, or make a cilantro-lime butter: 1/4 cup softened butter, 2 tablespoons chopped cilantro, 1/4 teaspoon lime zest, and a pinch of salt. Roll the butter in parchment and chill to use all week.

Elote: For Mexican street corn, slather the hot cob with a little mayonnaise, then roll it in crumbled cotija cheese and a dusting of chili powder, and add a squeeze of lime. Finish with cilantro.

Chili-lime: Skip the mayonnaise and simply dust the corn with a chili-lime seasoning and fresh lime juice.

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Congratulations to our awesome team of technicians! CDT has been nominated for a prestigious Titan award for Best, MSP South East region. No matter what happens in Hollywood later this year, we know we have the best techs, dedicated to *rapid response* so that our client stay up and running safely and efficiently.

Three Important Lessons from Patrick Lencioni Every Business Leader Needs to Hear



THOMAS HILL AND PATRICK LENCIONI

If you've spent much time reading business and leadership books, chances are you've come across Patrick Lencioni. He's the author of *The Five Dysfunctions of a Team*, *The Ideal Team Player*, *The Advantage*, and several other books that have influenced the way leaders think about building healthy organizations.

He has long been one of my favorite business authors, so I was especially excited to hear him speak at a recent IT conference and even more excited to get the chance to meet him!

Much of his presentation centered around his book *The 6 Types of Working Genius* and a simple but powerful idea: we do our best work when we understand what naturally gives us energy—and what drains it.

As part of the experience, we took the *Working Genius* assessment to identify our own natural gifts. It gave me plenty to think about, not only personally, but also as a business leader.

Here are three takeaways I believe every leader needs to hear.

1. Stop Expecting Everyone to Be Good at Everything

One of the biggest mistakes we can make as leaders is assuming that because someone is capable of doing something, they should be good at it or enjoy doing it.

Lencioni's *Working Genius* model identifies six different types of work: Wonder, Invention, Discernment, Galvanizing, Enablement and Tenacity.

Every one of those is necessary to move an idea from "What if?" all the way to "It's done." But very few people naturally thrive in every stage. That means the employee who loves brainstorming the next big idea may struggle to push through all the details needed to finish it. The person who gets tremendous

satisfaction from checking off the final box may hate sitting in a room tossing around possibilities. Neither is necessarily a weakness.

Great leadership isn't about creating people who are good at everything. It's about creating teams where people are allowed to be great at what they naturally do best.

That changes the question from "Why aren't they better at this?" to "Who on our team is naturally wired for this?"

2. Pay Attention to What Gives People Energy

This may have been my biggest takeaway.

We tend to think about employees in terms of skills: What can this person do?

But there's another question leaders should be asking: What kind of work gives this person energy?

Someone can be very competent at something and still find it exhausting.

Over time, asking people to spend most of their days working outside their natural strengths can lead to frustration, disengagement and burnout. On the other hand, when people regularly get to use their natural gifts, work can feel completely different.

This doesn't mean everyone gets to do only the things they enjoy. Every job has responsibilities that simply have to get done.

But as leaders, we can be much more intentional about how we assign projects, structure teams and even conduct meetings.

Instead of only asking, "Who has time to do this?" perhaps we should also ask, "Who is going to come alive doing this?"

3. The Best Teams Don't Need More Talent - They Need the Right Combination of Talents

One of the things I appreciate about Lencioni's work is his emphasis on teams rather than individual superstars.

A healthy organization needs people who ask questions and see possibilities. It needs people who create solutions. It needs people who have good instincts about which ideas will work. It needs people who rally others around those ideas, people who jump in to help, and people who have the drive to carry the work across the finish line.

For a business leader, that has very practical implications. When something repeatedly stalls in your organization, look at where it stalls. Do you generate great ideas that never get implemented? Do projects get started enthusiastically but rarely finished? Does your team execute well but struggle to come up with new ideas?

The problem may not be effort.

You may simply be missing a particular kind of genius at that stage of the work.

Patrick Lencioni's presentation reminded me that leadership isn't just about getting the right people on the bus. It's about understanding those people well enough to know where on the bus they will thrive.

Learning your own *Working Genius* is valuable. Learning the geniuses of the people around you may be even more valuable.

Because when people understand what they naturally bring to the table and appreciate what others bring that they don't, work becomes less about frustration and more about collaboration.

And that's when a group of talented individuals can truly become a great team.

THE SEARCH ENGINE CHANGED.

Did Your Marketing?

Think about the last time you needed a quick recommendation.

Maybe your AC stopped working or maybe your kid needed a dentist. A few years ago, you probably would've Googled it, skimmed a few websites, compared reviews and maybe asked someone nearby for a second opinion. Now, more people are skipping that whole process.

They're asking AI tools the same way they'd ask a trusted friend. "Who should I call?" "Which one is reliable?" "Who won't overcharge me?" "What's the best option near me?"

When the answer comes back, many of them don't keep searching. They call the name they were given.

That's the shift small business owners need to understand. Search isn't just about showing up on Google anymore. It's about showing up in the AI-generated answer.

For years, a solid website and a strong Google Business Profile did the heavy lifting. A customer searched "plumber near me" or "bakery near me," got a page of blue links and started comparing. Your job was to climb to the top of that list and stay there. From there, your site carried the visitor toward a call or a booking.

That faucet is shutting off, without so much as a warning.

Consider the numbers. Most B2B buyers already turn to AI tools before they call a vendor. On the consumer side, most Google searches now end without a single click, meaning the AI tool answers the question and the search is over before anyone lands on a website.

AI doesn't always recommend businesses in the same order Google ranks them.

Businesses that never crack page one are getting named by AI tools anyway, while page-one veterans get skipped. Even worse, most people don't double-check what the AI tells them. They just go with it.

That means when a user asks which plumber, dentist or accountant to use, the AI is making the call almost by itself, without ever seeing your reviews, your storefront or your years of good work. If your name doesn't come up, you're invisible, wondering why the phone stopped ringing.

The businesses that win this shift will do it the old way. They'll become so clearly credible that both the algorithm and the human on the other end have no real choice but to point their way.

That kind of credibility comes from good service, strong results and proof people can actually verify.

What that looks like in practice

First, ask a friend to open their own ChatGPT and ask for the best business in your category near them. See if your name shows up. If it doesn't, treat that as a wake-up call.

Second, take stock of your real proof: case studies with numbers, reviews with full names attached, press mentions, awards, anything specific and verifiable. If that list is short, you have a credibility gap, not a marketing gap.

Third, pick one piece of proof and build it out this month. A short book of customer stories, a real review push or a well-written piece in your own voice. Publish it now. Fourth, lean into strategies that build trust in person: partnerships, local events, direct mail followed by a phone call, referral programs. These still move faster than anything online.

The old rules of search are gone. The only question left is whether the machine finds you or hands your next customer to the business down the street with a fraction of your experience and a better AI footprint.

THE 4 MOST EXPENSIVE BACKUP ASSUMPTIONS BUSINESSES MAKE



Mike Tyson once said, "Everyone has a plan until they get punched in the mouth."

In business, that punch usually comes in the form of a disruption you assumed you were ready for. It might be a failed backup, an unexpected outage or a security incident that exposes a weakness nobody knew existed.

That's the thing about assumptions. They feel like facts until they're tested.

Here are four that regularly catch businesses off guard.

Assumption #1: 'We're backed up'

Having an untested backup is like carrying a spare tire in your trunk and finding out it's flat when you're stranded on the side of the road.

Most businesses know backups exist. They've seen the reports, the notifications and the green checkmarks. However, only a few can confidently say when they last tested a restore, how long recovery would take or whether every critical application and file is included.

A backup proves its value only when it helps you recover. The most dangerous backup is the one you've never tested. Until you've restored from it successfully, you're relying on hope, not proof.

Assumption #2: 'Someone would tell us if there was a problem'

You can spend big bucks on the latest monitoring tool that's really good at catching problems fast and alerting you immediately. Confusing detection with protection is an assumption that costs businesses money.

A weather alert can tell you a hurricane is coming. It doesn't board up your windows or move your family to safety. The alert is useful only if you know what to do next.

Your monitoring tool works the same way. It tells you something is wrong. What happens after that alert goes off is up to you. Without a response plan, an alert is just another notification demanding your attention.

Assumption #3: 'Our team knows what to do'

Every team looks prepared until game day.

Late one Friday afternoon, a critical system goes offline and suddenly nobody can agree on who's in charge, what to fix first or how long it's going to take.

When there's no documented plan and no practice run, even a good team is starting from zero.

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SHINY NEW GADGET OF THE MONTH

A Monitor That Works Smarter: **BenQ RD280UG**

Some upgrades don't transform the way you work. They simply make every day a little easier. The BenQ RD280UG's taller 3:2 display fits more on screen, so you spend less time scrolling and switching windows. Built-in eye care features, USB-C connectivity and an anti-glare display make long workdays more comfortable. It's a thoughtful upgrade that helps you stay focused without adding complexity to your workspace.



Welcome Kawasaki Tennessee



We want to officially welcome Kawasaki Tennessee (KTN) to our CD Technology community. Kawasaki Tennessee manufactures automotive parts for the North America Kawasaki market. KTN is all about the team approach. As a team, KTN strives to be the most efficient manufacturer of automotive parts, providing customers with the highest quality product, at the lowest possible cost, and delivered on time. We are happy they have chosen to team up with CDT and look forward to being their IT provider. As they focus on their mission, we will focus on their technology.

FREE REPORT

12 Little-Known Facts Every Business Owner Must Know About Data Backup and Disaster Recovery

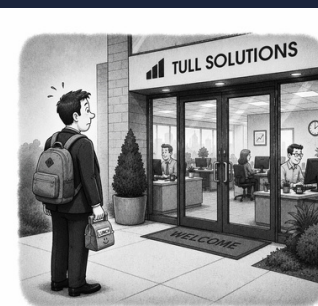
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CARTOON OF THE MONTH



"First day jitters never really go away."

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You don't carry a spare tire because you expect a blowout tomorrow. You carry it so that if one happens, you're not standing on the shoulder trying to figure out what to do next.

A recovery plan works the same way. When something goes wrong, you don't want your team figuring things out on the fly. You want them to follow a plan.

Chaos rarely comes from the disruption itself. More often, it comes from not knowing what to do next. The more familiar the process, the faster your business gets back on its feet.

Assumption #4: 'It won't happen to us'

Nobody thinks they'll be the one until they are. When you're focused on growth, customers and keeping things moving, disruption feels like something that happens to other companies. Not yours.

But most disruptions are ordinary, like an employee clicking a bad link in a phishing email, a power outage hitting or a piece of hardware finally giving out. They don't arrive with much warning, and they don't care how busy your business is.

The question isn't whether something unexpected will happen. It's whether you'll be ready when it does.

The businesses that recover fastest didn't get lucky. They got ready. Preparation doesn't stop every incident, but it does determine how quickly you recover from one.

You can't block a punch you didn't prepare for

In our experience, it's never the big dramatic event that catches businesses off guard. It's the ordinary one that happens on a Wednesday when nobody's expecting it.

You don't need the biggest IT budget to recover fast. You need a plan for the day something breaks.

A good plan tells the team what needs to come back first, who's responsible for what and how they'll keep the business moving while systems are restored.

The good news is that most of these risks can be addressed before they become business problems.

Testing your backups, reviewing your recovery plan and making sure people know their role can make the difference between a short interruption and a long recovery.

Preparation won't prevent every outage, but it will determine how quickly you recover and how much disruption your business has to absorb.