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ABOUT DYNANET

Dynanet Corporation has a long history of successfully assisting federal and state governments in accomplishment of their missions. The proof of our success is in the numerous accommodations and awards we have been given and the list of partners who choose Dynanet as a business team member. Our talented and certified professionals are led by a highly experienced and senior leadership team with both private sector and federal experience.

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What the Heck is a TSE?

By Ken Beecher, Dynanet Director, IT Solutions

Glassdoor, an Internet site launched in 2008, measures company's CEOs and workplaces based on the anonymous reviews of current and former employees. These employees are asked to rate the company on the following factors: overall satisfaction, CEO leadership, career opportunities, compensation, and work-life balance; Glassdoor then uses a proprietary algorithm to calculate a score that rates the company. Unlike golf, the higher the score, the better the company. The reason I bring this up is not because I'm getting paid to promote Glassdoor (which I'm not) but to highlight one of their rating measures, **career opportunities**.

So what is a TSE?

Benjamin Franklin said it best, "An investment in knowledge pays the best interest." At Dynanet, we wholeheartedly believe this quote on many levels but in particular, we know that a knowledgeable employee is a happy employee. A happy employee not only ensures a happy customer but also creates a very desirable environment to recruit and retain the best and the brightest resources. Like many other companies, Dynanet offers reimbursement for training as long as it meets or will meet the needs of the marketplace. For example, Dynanet recognized the need to go "agile" in terms of performing application system development years before it became a hot trend and highly sought after skill. As such, we trained our team to be certified scrum masters and now we have Agile teams at two of our customers, the Food and Drug Administration (FDA) and the Office of Personnel Management (OPM).

Great, but what is a TSE?

In today's day and age, the word agile has various connotations. In the previous example, we defined Agile as an approach to perform system development. However, *normal* people (or those not knee deep in the Information Technology world) would define agile as the ability to move quickly and easily. One of the strengths of a small business is its ability to adapt to a highly evolving environment. Unlike large businesses, small businesses are relatively flat organizations, absent of a large business's typical layers of bureaucracy, egos, territory building, etc. Further, in a small business responses typically come quickly; in a large business you may have to wait for a decision to be made in a different time zone, half way around the globe, but in a small business, you only need to walk down the hall, pop your head

into the owner's office, and if you're good, you present your idea (which includes a business case), and get the decision you want in minutes. As such, information, decision-making, and knowledge are communicated very quickly.

Wonderful, splendid, bravo; but what is a TSE or did I miss it?

Another allure to working in a small business is the community, hometown feeling it generates. Ned Flanders of Simpsons fame often said, "hidey ho neighbors" as a bubbly, friendly way to greet friends. Although I would never call the owner of Dynanet, "Ned", I would say that he demonstrates this quality - one characteristic of a great small business. To cultivate this environment, it is important for the owner and executive team to know all of their employees and meet regularly with them over coffee or lunch. And because of this characteristic, small businesses easily have the ability to create a close-knit community culture where everyone knows who you are and if you are new to the organization, small businesses have the ability to quickly assimilate you and teach you the ropes.

Now you are starting to really piss me off; what the bleep is a TSE?

Here at Dynanet, our people are skilled in cutting edge technologies where information is disseminated quickly in a tight-knit community organization. In the past, we've exchanged ideas naturally and freely because it's in our DNA and culture but now we are stepping up our game and introducing the Technology and Solution Exchange or TSE. The TSE is a 30-minute conference call every 6-8 weeks in which a Dynanet team member will discuss their project via a PowerPoint deck. Specifically, the team member will provide a brief background on the customer (i.e. mission, vision, objectives) and the project and then discuss the technologies used, the solutions created, the lessons learned, and the best practices experienced.

This exercise isn't anything new for many companies as "lunchtime learnings" and other forms of knowledge sharing programs have been around for a very long time. What makes the Dynanet TSE unique is that it is designed not only for internal audiences but external ones too. As such, the goals of the TSE are to:

- Provide our most valuable asset, our employees, learning and additional "career opportunities" (remember one of the Glassdoor rating factors?) to learn new skills.
 - Re-use this knowledge for other customers to provide them more value.
 - Build community and an environment for networking.
 - Exchange ideas freely and openly with as large a population as possible.
- Because we are a small company with 110 people strong, we know there is much to learn from our partners (Booz Allen, IBM, Lockheed Martin, Unisys, and other large and small businesses) and from our various clients.

I want to thank Charles Murrell and Tai Nguyen, two of Dynanet's best and brightest consultants working at the National Institute of Allergy and Infectious Diseases (NIAID), for being Dynanet's inaugural volunteers. At the time of this post, the date and time of our first ever TSE is still to be determined, but I will share it on my LinkedIn status once details are solidified.

So where is the best place to work according to Glassdoor? Technology and search giant Google is ranked number 1. But watch out Google, Dynanet Corporation is gunning for you!

Ken Beecher is the Director, IT Solutions and a member of the Dynanet Executive Team. He is a CPA with extensive system implementation, change management, and business process experience. Follow Dynanet Corporation on LinkedIn for more news and blogs: <https://www.linkedin.com/company/5317894>