

AnteoNews.

A quarterly newsletter published by Anteo Group.

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Some of Our New Clients:



Anteo Group Open Two New Offices

Anteo Group announces the launch of two new offices – Dallas, Texas and Los Angeles, California. The opening of the Dallas office on March 1, 2005 and the Los Angeles office on April 4, 2005 expands Anteo Group's reach to the Southwest as well as the West Coast.

Jason Sheppard will manage the sales operations for the Anteo Group Dallas office, while Craig Applehof will manage the sales operation for the Anteo Group Los Angeles office. Anteo Group's corporate headquarters in Atlanta will manage financial and marketing operations.

"We are excited to be opening our offices in Dallas and LA with individuals as experienced as Jason and Craig," said Anteo Group President Dion DeLoof. "Several of our current clients have asked us to support them in both Dallas and LA, which gives us a great opportunity to offer our services to them and other potential clients in those markets."

Prior to Anteo Group, Jason Sheppard was an Account Executive for e-Rewards, a market research company in Dallas, Texas. Previously, Sheppard spent seven years with a leading technology staffing firm as a Technical Recruiter and then as an Account Executive in the Dallas, Texas and Tampa, Florida markets. Five of the seven years, Sheppard was the Annual Sales Contest Award Winner totaling over \$2 million in sales revenue each year. Sheppard earned a Bachelor in Health and Physical Education from University of Southwest Louisiana, Lafayette, Louisiana.

Another veteran of the technology staffing industry, Craig Applehof, spent twelve years with a leading technology staffing firm developing new markets and offices across three states, including four offices and two divisions in Southern California. The last position Applehof held was Director of Business Operations. Applehof earned a Bachelor in Business Administration from Grand Valley State University.

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Fast Facts

Bureau of Labor Statistics of the U.S. Department of Labor

According to the Bureau of Labor Statistics released on 4/1/2004, "Both the number of unemployed persons, 7.7 million, and the unemployment rate, 5.2 percent, decreased in March. The jobless rate was down from 5.7 percent a year earlier."

Consumer Confidence Soars

"Consumer confidence grew in the first quarter of 2005, hitting its highest ranking since the fourth quarter of 2000, according to the Metropolitan Atlanta Consumer Confidence Survey (Atlanta Business Chronicle)."

Training Importance to UK Workers

As published by Online Recruitment, e-learning specialists Media Logic reported that:

- "One in three employees believe they lack the skills required to optimize performance due to limited training
- A third of employees believe they could do their jobs better with more efficient and effective training
- 76% of employees advocate flexibility and face-to-face contact for training" •

The Evolution of Training Strategies

By Vince Mayers, Anteo Group Director of Resourcing



Since 2000, IT companies and IT departments of corporations have undergone significant reductions in spend across the board – leaving companies to revamp training strategies. There are essentially three forms of training strategies under discussion, each with its own advantages and disadvantages but also for the company: instructor-led training, e-learning and mentoring.

Classroom training, led by an instructor, is the traditional form of training, but it is expensive and the return on investment for companies is not always apparent. Also, if a project has time constraints, the instructor-led training strategy may not be the best option because of the planning involved.

One of the easiest ways to cut departmental costs is to reduce the amount of dollars used to fund training. The reason that it is possible to cut training budgets and still deliver IT projects on time is by hiring experienced contractors or consultants because consultants are expected to hit the “ground running.”

But training is still going on.

Mentoring or the “buddy system” appears to be increasing in companies exploring new, inexpensive and effective ways to train their IT staff because of its minimal cost, and the fact that very specific knowledge can be passed on to protégé. Also there is the Internet. E-learning is a more respectable option, and an attractive one, because of its flexibility and infinite subject matter, but e-learning places the responsibility squarely on the shoulders and pocket of the staff member under the guise of career empowerment. The e-learning approach may work for freelancers, but it is difficult to measure how well it aligns with the growth objectives of employees.

As either a complement to, or a replacement for conventional training, a technology mentoring program can be an essential component of an individual’s professional growth.

Mentor programs are cost effective and have benefits that extend beyond “technology training.” With an experienced mentor on the team, you can achieve technology ramp-up in minimum time. Conventional training programs often focus on the mechanics of new technology, not real world strategies for the application of this technology in delivering the company’s project, product or service; and new users learn through hands-on development of working prototypes. Another benefit is that the mentor also lends his or her talent and experience in systems design and development, which will substantially increase productivity.

Mentors are people in the workplace who have already mastered various technology skills whether they are consultants or FTE’s. However, an outside expert can also be brought in to train experienced staff to become mentors. A mentor program requires IT staff to shadow either consultants or more experienced staff who are working with new technology.

Tips for Starting a Mentoring Program:

- Make sure that the program is officially part of the organizations employee development program as this helps to gain the commitment of all involved
- Set program goals and metrics to gauge the success of the program and to help develop future programs
- Decide whether the mentoring program will be on a one to one basis between mentor and protégé or one mentor to a group
- Make sure that the people selected to be mentor have the temperament for the job
- The program is a commitment of time and effort for both the mentor and the protégé that cannot be taken lightly if it is to succeed
- Try to match personalities as closely as possible when pairing up mentors and protégés •

Quality Assurance: Essential Part of the SDLC

By Amitabh Jain, Anteo Group Consultant

Quality Assurance (QA), the act of assessing and adjusting performance in software, is an ethical obligation for every IT professional throughout his/her entire software professional career. QA focuses on developing, defining and implementing Software Quality Standards and Processes for product specification and meeting Capability Maturity Model (CMM) Level Standards.

According to the CMM, the purpose of QA is “to provide management with appropriate visibility into the process being used by the software project and of the products being built.” Thus, the use of the word “visibility” implies that the QA group is meant to be the “eyes of management” on what is going on in the IT organization. This “visibility” is not meant to punish perceived offenders but rather to give management data to help them make goal-oriented decisions and to verify that IT professionals comply with procedures and standards.

There are many types of requirements and specifications that

need to be “QA’d” during the Software Development Life Cycle (SDLC). Some involve meeting basic functional specifications or System Requirement Specifications (SRS), such as the system or program does the right thing on expected (or unexpected) inputs. Some involve performance measures such as throughput, latency, maintainability, reliability, and availability.

Many large-scale companies achieve QA and software process improvement by following the Rational Unified Process Methodologies (RUP) & obtaining CMM Levels while developing software packages and assuring that its IT processes are related to the overall business strategies and goals of the corporation.

QA is based on the use of methods, metrics and approaches to ensure the quality and reliability of a final product. QA is most certainly a key member of the SDLC that is driven by technologies, tools and methodologies for the implementation of a successful software product. •

Stuck In Buy vs. Build Agony?

By David Hutchison, Excipio Consulting President

Many companies struggle with the classic decision to Build and application versus Buy a third party package. Projects of this nature are inherently risky and thus have a high probability of overrunning budgetary costs and timelines. Here are a few areas to consider when starting down this path.

Do Your Homework

Identify process inefficiencies which can be eliminated and streamline processes. This data is necessary to accurately estimate the internal development effort and evaluate the fit of external vendor solutions.

Understand the Culture

- Be aware of internal biases from your staff. Developers have a tendency to select tools and technologies that are familiar, and not necessarily the best fit.
- Understand end user demands and tendencies towards change. If users are open to new systems and process flows, then a Buy solution may be the best fit.

Understand the Costs

IT organizations typically underestimate the costs of both the Build and Buy scenarios. Most estimates are optimistic and do not take into account the risk factors which often occur during the project. The costs taken into account should include only hard dollar costs, which are measured in the company's financials. Areas to include are initial hardware and software costs, storage and backup costs, major version upgrades, rewrites and customizations, and support resources and training.

Do Your Vendor Analysis

- Understand the technology of the possible solutions.
- Understand the vendor's future technology strategy.
- Request ideal vendor process flows and match them to your internal processes.

- Check vendor references.

In conclusion, here are a few rules of thumb:

1. If the tool you seek is a commodity, then Buy (ex.– Email).
2. If a third party application will meet 80% of your needs out of the box, then Buy.
3. Seek input from industry peers.
4. Get help from an expert. Build a solid business case and metrics to manage the project from start to finish. ●

Dallas and LA Cont'd

Anteo Group's current offices are located in Atlanta, Georgia, USA, and London, United Kingdom.

If your company has an office in the Dallas and/or Los Angeles area, Jason and Craig would be more than appreciative to accept a referral.

The contact information for the new offices is listed below.

Dallas:

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How Recruiting Techniques Can Affect Your Bottom Line

By Mike Smith, Anteo Group Director of Sales UK



Screening candidates to guarantee that they are the right fit personally and technically is the nirvana for all technical recruitment companies and their clients. Imagine the cost and time savings if we could ensure that all the candidates placed were a great match. Anteo Group employs many techniques to ensure that candidates are a good fit such as technical tests, technical interviews, reference checks and psychometric testing to name a few. All of the techniques listed give a good indication of whether or not the person is a good match for a position. When the techniques are used together, they can be quite effective. However, there are no guarantees!

Regardless of how good the candidate looks on paper, the "first impression factor" still dominates the hiring process. If he/she

has not impressed the client at the start of the interview process, then typically he/she will not be successful. As such when matching candidates to potential clients, it is important that agencies take a holistic approach to the recruitment process. Agencies have to make sure that they look at all aspects of the client and candidate requirements as well as matching their expectations. For example, there is no point in submitting a technical candidate who has no aspirations of management if the position requires team leading or management qualities.

Anteo Group's success in placing candidates into the right positions within the correct clients is due to the attention to detail on behalf of the candidates and the clients. The Anteo Group Staffing Engagement Requirements Definition and QA process is designed to take into account all aspects of our clients' needs.

Through a structured delivery model, agencies have the capability to impact the quality of IT people their clients hire while saving them time and money in the process. ●

Anteogroup.

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About Anteo Group

Anteo Group is a leading ROI Consulting, project based Information Technology Staffing, and PeopleSoft Consulting Company. Anteo Group leverages over 30 years of experience in the Technology and Technology Staffing Industries.

After building businesses in the US and Europe, Anteo Group's leaders have refined a ROI proprietary software analysis tool and methodology known as Economic Modeling and Methodology (EAMM™), a Staffing Engagement Requirements Definition and QA process as well as a PeopleSoft Implementation Methodology.

Have Lunch, Help Your Community

Win lunch with a Georgia business leader and support local philanthropic organizations at the same time!

Where you ask? At WIT Connect!

WIT Connect takes networking to a new level. Part fundraiser, part marketing opportunity, WIT Connect provides men and women alike the chance to connect themselves and their companies with Atlanta's key decision makers while supporting two special causes:

GIRLS GET IT: a customized technology program for small groups of girls aged 5-10, 10-13, and 14-18 years that showcases IT and the roles and careers the field offers.

WIT ON TRACK: a unique program that provides new beginnings to young women who have gotten off track and want to rebuild their lives with a career in the technology industry. The program offers these women to a variety of internship, mentoring and tutoring opportunities.

How WIT Connect Works:

Each year, many of Georgia's top business and technology executives donate their time in the form of a lunch and these lunches are auctioned off to the highest bidders at WIT Connect. Past executives on the auction block include Jean-Michel Ares of Coca-Cola, Curtis Robb of Delta and Garry Betty of Earthlink.



Tuesday, June 21, 2005
5:30 p.m. / Cobb Galleria Center
Register at: www.witinc.org

The Anteo Group is a proud sponsor of WIT Connect.