



Software Engineering Services



Year in Review

Okay, We're IN!!!

Jim Bridges, January 26, 2007



**2006 –
Some Key Success!!!!**

Top Seven Successes

- CMMI Level 5 Processes Evaluated
- SES Newsletters (5)
- JIOC Wins & Texas IV&V & Expanded Missile Warning (WALT) & MAC Proposal Dev
- Two Process-Trak Sales
- NE MMIS Bid (with 4TG)
- Whole BUNCH of Satisfied Clients
- Our New Corporate Facility

Some Other Things That Went WELL

(continued)

- Increase the AL Eligibility DB2 Conversion Staff
- SoUno & Yellow Assistance Projects
- Increase PMO Maturity (at least 30-40% Improvement)
- Ft Hood Start-up

Some Other Things That Went WELL

(continued)

- Continued **Real Path** to HIGH PERFORMING Teams
 - Team Manager Training
 - Team Development, etc.
 - Team & Project Scorecards
- Established Some Key Business Relationships (with RESULTS)
- Business Development Support Team – Getting it Done!!!

Things We DID NOT Get Accomplished

- Company-wide, Consistent Individual Performance Assessments
- Commercial Training Products
- Commercial Markets Expansion
- GSA Business/8A STARS
- Client “On-line” Feedback/Survey System
- CMMI Level 5 Rating

Financially Speaking

- NOT Good At All
- Approximately \$9.1 Sales
 - @ -7%
- Too Many Subcontractors
 - We Need to Fix
- Very Unbalanced OVERHEAD
 - Need Better Project Margin (More Billable Resources)

Key Areas to Improve

- Increase SALES
- Continue to Increase Staff Training
 - We're Doing OKAY
- Increase Internal Personal Development
- Organizational Efficiency
- Enhance our Internal Support Tools & Processes

TOP Seven Initiatives for 2007

- Meet/Exceed our Sales/Revenue Objectives
 - Expand our Commercial Business
 - Make Huge Impact within State Space
 - Land a couple of “BIG” Federal/DOD Contracts
- CMMI L5
- Newsletters (6)
- Consistent Team Members’ Reviews (Everyone)
- Defined Career Paths (Job titles & positions)
- On-line Client Feedback System
- Complete Development & Deployment of ITIL & PMO Process-Trak Products

OTHER TOP Initiatives for 2007

- Getting some REAL “traction” in Wash DC
- Process Trak – Make it “Be All it can BE”
- Get CMMI Training & Certifications to the Marketplace
- Internal Process Track Applications
- PMO Maturity (at a HIGHER Level)
- More Timely Recognition of the TOP 1/3
- Leverage the New Corporate Facility

Where Are Headed???

- NEED to GET ON TRACK (2006 was a little setback)
 - GOOD PLAN TO GROW! WE WILL EXPAND!
 - IT Markets ON THE REBOUND
 - State Government Going Through the Roof
 - Our Federal Presence (Track Record & Awareness)
- Continued Focus on High Performing Teams
- Drastic Gain of New Business
{ \$20M 2007 Objective }

Summary

- We HAVE the Foundation ALMOST in Place for Substantial GROWTH (Some Key Changes Needed)
- I Apologize for some key SHORTCOMINGS
 - So we need one more Opportunity to MAKE IT RIGHT
- We will Get Some KEY Products & Training in the Market
- Real Expectation to Identify our
 - TOP THIRD PERFORMERS (Team Members)
 - MID THIRD PERFORMERS (Team Members)

Summary

- I TRULY, TRULY APPRECIATE YOUR PATIENCE
- I TRULY, TRULY APPRECIATE YOUR DEDICATION in “Taking Care of our Clients”
- We’re GOING TO GET THERE –
– **THIS YEAR!!!!!!**
- Question: What was 2006 Motto?

Get It Done –Results!!!

2007 MOTTO

**We Will Do Much, Much
Better This Year....**

I PROMISE!!!