THE CUTTING EDGE

Table of Contents

VETS
Veterans Enterprise Technology Solutions, Inc.

Contributors

Jim Moody

Ethel Anderson

Kendele Underwood

Dr. Greg Randall

Brian Church

John Rose

Melissa Chumney

News from the top:
Message from VETS President and CEO, Jim Moody

Life is about change, both good and not so good, and adapting to change. On the not so good column, I am sorry to announce that we lost our bid to be part of the follow on work for the Department of Homeland Security U.S. Customs and Immigration Service (USCIS) at offices in Lincoln, Nebraska and Dallas, Texas. We have led that team for the past 5 years. It is hard to let go.

We wish Carol Dewey, Jeannette Menke and Donna Bradley, our Program and Project Managers, and ALL the admirable, exceptionally talented, professional and dedicated employees, the very best in the future. It was a great pleasure and honor to have supported the SCOSS team in critical and important work that they have done each and every day. Their work was, and continues to be, of vital importance to those seeking support from the U.S. Customs and Immigration Service. The work of the teams in Lincoln and Dallas support the values our nation can be most proud of--- the bringing of future citizens to our nation.

To all of our SCOSS employees that served our nation so well over the past five years, we will miss your enthusiasm to help and support others. You represent the very best aspects of our nation. It was a great pleasure and honor to be professionally associated with each of you and I wish you every success in the future.

I am also saddened to note that our work at the Veteran Affairs Acquisition Academy has been curtailed due to a shift in funding to other high priority actions, requiring us to release 17 of our employees when their project was not funded. To the dedicated and talented men and women that dutifully supported all instructional curriculum development and other training planning activities for the Academy, I thank you all for dutiful service to our great nation.

Finally, our Advanced Computer Flight Plan (ACFP) contract (awarded in 2010), with the Air Mobility Command at Scott AFB, IL ended in September. Our ACFP Help Desk team and data administrator served the Air Force community well with a special dedication to duty for our Military men and women across the globe. Thank you for a "job well done."

On the positive side, I wish to commend Ethel Anderson and the work she has accomplished to grow and develop the Department of Defense Programs within VETS. She will be the first to comment that all praise must go to the hard work of her staff.

To be more specific, Ethel's Common Computing Environment (CCE) Project Manager (PM) continues to grow the work at Scott AFB, IL, growing from 19 team members at contract award to 28; and the VETS PM at Ft. Knox, KY, for the US Army Cadet Command has grown from 31 to 46 team members.

Looking at other contract awards for this year, we won our DPS/TOPS re-compete (TOPS Sustainment) which was a consolidation of two similar small efforts. We now have a six-person Team to support this effort for a base and three one-year options. In September, as a teaming partner, we won an effort to support Army National Guard Training with network support activities at their military Training Complexes at five new locations.

In addition, in October 2015, VETS won a re-competed firm fixed price single award task order to provide information technology support for the Defense Intelligence Agency (DIA)/ DISA Enterprise Services Delivery Center (ESDC) project.

The contract has a one-year base period of performance and three one-year options with a total contract value of $3.8 million.

Under this task order, VETS will provide on-site IT technical expertise and operational support for the DIA transition of services from their respective locations into the Enterprise Services Delivery Center (ESDC) systems located within the DECC St. Louis facility.

On another positive note, in September 2015, Triple-I Corporation awarded Competitive VETS, LLC (CVETS), the joint venture between Veterans Enterprise Technology Solutions, Inc. (VETS) and Competitive Range Solutions, LLC (CRS), a subcontract to support the U.S. Department of Veterans Affairs' Office of Information and Technology (OIT) for Long Term Solution (LTS) and Veterans Access, Choice and Accountability Act (VACAA) 701/702 Program and Technical Management Support Services.

The estimated subcontract value is $1.1 million, with one base year and one twelve-month option.

Through this subcontract, CVETS will support the systems that facilitate the extension of the educational benefits mandated by the Post-9/11 GI Bill and sections 701/702 of Public Law 113-146, Veterans Access, Choice, and Accountability Act of 2014 passed in August 2014.

Furthermore, SRA International, an IT solutions and professional services company, awarded VETS, Inc. a subcontract to support the Enterprise Veterans Self Service (EVSS) long-term vision to enable convenient, seamless interactions between the Department of VA, Veterans, service members, spouses, dependents, and the community of VA business partners and stakeholders providing services for Veterans.

VETS' subcontract has a six-month base period of performance, with three six-month options and a total estimated contract value of $1,455,000.00, if all options are exercised.

Through this subcontract, VETS will help the Veterans Relationship Management (VRM) program by enhancing access to self-service capabilities and improving the processes used to identify and grant access to the broad user community.

Finally, Engility Corporation, a provider of critical services and support to the U.S. government, awarded VETS, Inc. an Indefinite Delivery Indefinite Quantity (IDIQ) subcontract to support the Department of Veterans Affairs (VA) Transformation Twenty-One Total Technology Program (T4).

VETS' subcontract has a one-year base period of performance, and a one-year option.

Under the contract, VETS will provide services to include technical, systems engineering and other solutions encompassing an entire range of IT requirements.

So, in spite of our setbacks there is much to be optimistic about as we look to the future. With the continued help of all our dedicated professionals I feel certain that we will continue to grow and develop new opportunities for our employees as we move forward.

As we quickly approach the holiday season, please accept my heartfelt thanks for all you do for our country, for VETS and for each other.

Mona and I wish to extend our very best for happiness, health, and loving family and friends as we enter a new year.

A very Merry Christmas and a healthy and prosperous New Year to all!!!

James H. Moody

President and CEO

VETS HOSTS SENIOR LEADER OFF-SITE & BUSINESS DEVELOPMENT TRAINING IN CLARKSVILLE, VIRGINIA

On Thursday & Friday, August 27 & 28, 2015, Jim Moody, VETS President and CEO, hosted a senior leader off-site and corporate office business development training at the corporate headquarters in Clarksville, Virginia. The focus of the off-site was to assess where we are as a company, where we have been and where we are going in the months and years ahead. The second purpose was to educate and expose the corporate staff on the nature of business growth and development.

Participants included the VETS corporate staff as well as company senior leaders in the operations and business development fields. Pictured below are those that participated in this important strategic planning meeting.

The 2-day event included discussions of corporate goals for 2016 and beyond, review of current projects, and the creation of work-groups to "brain storm" strengths, weaknesses and areas for improvement. Highlighting the two day meeting were presentations by David Kriegman, author of ZERO TO A BILLION: 61 RULES ENTREPRENEURS NEED TO KNOW TO GROW A GOVERNMENT CONTRACTING BUSINESS. Mr. Kriegman was the former Chief Operating Officer of SRA International and a recognized expert in the operations and business development fields. His briefing provided tips, insights, suggestions and guidance on ways we at VETS can improve our processes and attain even greater success in the future.

Meetings such as this off-site provided all participants the opportunity to sit back for a moment to examine our processes, question approaches, discuss and debate both the past and the future. These meetings lay the foundation for better communications among the senior team and lead to greater growth in the future.

A VETS - Booz Allen Hamilton Success Story:
Support to the United States Army Cadet Command, CIO/G6

On September 14, 2014, VETS, along with our Booz Allen Hamilton Team, was awarded a Base Year contract through August 27, 2015, with an additional option year following the initial 11 months, to furnish the United States Army Cadet Command (USACC), Command, Control, Communications, Computers, and Information Management (C4IM) and G6, support for the Cadet Command C4IM support mission.

Our team is led by Mr. Travis Riddick, our Program Manager (pictured below). Travis runs a "tight ship" and has earned the respect and admiration of all.

The VETS-BAH Team provides organizational manpower resources that are required to meet the information systems requirements of USACC. These resources are comprised of 3 divisions: Policy and Plans Division (PPD), Project Management and Integration Division (PMID), and Operations Division (OD).

Pictured above: Pete Soper, Jeff Stream, Jake Rowlett, Mike Tharpe, Laura Andrews, Frank Williams, Sherry Barnes, Kevin Payne, Jerri Morales, Chris Holmes, Brandon Fuchs, Travis Riddick, Andy Medders, John McNeeley, Nikettte Sowell, Casey Waddell.

The purpose of this project is to support the Cadet Command Headquarters and Brigades with the necessary C4IM support required to meet the mission of selecting, educating, training and commissioning students to be officers and leaders of character in the U.S. Army; instilling the values of citizenship, national and community service, personal responsibility, and a sense of value in leadership and team work.

Initially we were authorized 31 positions, however, after three modifications to our contract, we increased our authorized personnel to 39, and going into our option year, we've been authorized to add 8 positions, which now places us at 47. Listed below are the names of the team members:

Travis Riddick/ VETS	Andy Johnson/VETS	Paul Baumerich/ VETS	Jonathan Waggoner/ VETS	Adam Spurlin/ VETS
Tara Atkinson/VETS	Scott Bibby/VETS	Jerri Morales/VETS	Ryan Lange/VETS	Ben Veri/ VETS
Ashley Hunter/VETS	Jose Martinez/VETS	Jason Lewton/VETS	Nathan Herren/ VETS	Murry Addison/ VETS
William Davis/VETS	Patricia Rhodaback/ VETS	Jason Rubio/VETS	Bryan Beggs/VETS	Chris Wood/VETS
Chris Holmes/VETS	Andy Medders/ VETS	Richard Sanchez/ VETS	Casey Waddell/BAH	Tiffany Williams/ BAH
Anthony Day/BAH	Frank Williams/ BAH	Pete Soper/BAH	Robert Joseph/BAH	John McNeeley/ BAH
Kevin Payne/BAH	Laura Andrews/BAH	Sherry Barnes/BAH	Mike Tharpe/BAH	Jeff Stream/BAH
Matthew Rakes/CRS	David Wieber/BAH	Chad Butler/BAH	Nikette Sowell/BAH	Jake Rowlett/BAH

The United States Army Cadet Command (USACC) partners with universities to recruit, educate, develop and inspire Senior Reserve Officer Training Corps (SROTC) Cadets in order to commission officers of character for the Army; and partners with high schools to conduct Junior Reserve Officer Training Corps (JROTC) in order to develop citizens of character for a lifetime of commitment and service to our nation.

The USACC CIO/G6 is responsible for ensuring that the eight brigades, the Senior ROTC, and Junior ROTC programs have the information management capabilities in place to support its missions. At the command-level, this entails:

- Command Knowledge Management support capabilities

- Current and Future Operations

- Forms, Publications and Records Management

- Plans and policy assistance

- Project Integration tasks

The challenge of the CIO/G6 covers 8 Brigade Headquarters, with the ongoing charge of providing service and support to 275 SROTC host programs; 1100 partner/affiliate programs, 3500 Cadre assigned and 32,700 cadets. That responsibilities carries over to 1716 JROTC programs, 3700 cadre (high school faculty) assigned, and 314,000 cadets.

In supporting the CIO/G6, our responsibilities are to provide proper courses of actions, insight, and necessary feedback to the CIO/G6 who is the principal adviser to the Commanding General on the strategy, policy and execution of information management/information technology (IM/IT) and the effect of IM/IT on mission capabilities. The VETS-BAH Team, assists and supports the CIO/G6 in setting the strategic direction for the execution of the command's policies and programs for IM, including network architecture and information sharing policies, modernizing command resource management processes and ensuring the synchronization of the command's network activities.

In the short time that the VETS-BAH Team has been a part of the Fort Knox community, our reputation has emerged as "organic dream team."   The proof is not only in the professionalism constantly displayed, but in the quality of our work.   Consequently, we are delighted to report that it's oftentimes difficult to identify the difference between our team and those we support; as our relationship is truly a seamless one. Everyone plays a significant part in our success.   We work and interact as one team, not divided entities. We are reliable, dedicated, focused and we take good care of our personnel.

Chief accomplishments for the year include:

- Instrumental in the successful planning, preparation, and execution of the Army's largest training event for future officers – Cadet Summer Training. Guaranteeing that some 14,000 cadre and cadets had access to rooms for briefings and training, LMRs, computers, printers, MiFi devices, peripherals.

- Obtained approval to issue CAC cards to JROTC instructors. Not only is this a big win for the Cadet Command and the Army but it also applies to all services! It will take another 6-9 months for DoD to modify the DEERS/RAPIDS software/systems to accept JROTC instructors.

- Created and established a DoD Enterprise SharePoint Service (DEPS) solution that provides command wide collaboration and communication capabilities. DEPS provides a scalable, cloud-based collaboration capability that enables mission partners to share information through independently managed community and mission-focused sites.

- Implemented a change management process for USACC to ensure that all request to the IT/IM portfolio are documented, analyzed and prioritized.

- Played a pivotal part with the renovation and operation of one of the premier training facilities within the Army's footprint-- Palma Hall.

Other initiatives include: identifying more effective measures to improve information assurance, establish an asset management database, and establish commercial wireless throughout the command's footprint.

In the short time that VETS has been a part of the Fort Knox community, and with the leadership of Travis Riddick, our Program Manager, we have worked hard to earn the reputation of being the organization that hires the people that exemplify professionalism at its best. We are proud to be considered a reliable, dedicated, and focused organization that takes exceptional care of both employees and our customers. This results from the creation of a transparent, honest, seamless, and caring relationship with our client.
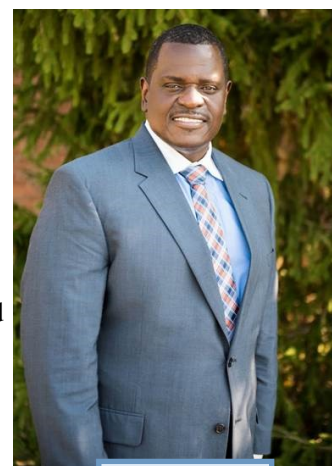
Travis Riddick

News from HR

VETS Human Resources Department would like to remind everyone of our VETS Human Resources Document and Forms Library. The Library is a convenient, easily accessible, one-stop shop for finding important HR related documents and information. HR worked diligently to create a Library of documents that is user friendly and provides the most current version of documents and forms that pertain to your employment with VETS.

Please follow the link below to access the VETS Human Resources Document and Forms Library. Be sure to <u>save the link to your Favorites</u>!

https://sharepoint.vets-inc.com/corporate/HR/SitePages/index.aspx

As always, your feedback is greatly appreciated as we continue to improve the resources available to our employees. Please review the following tips for logging into SharePoint:

- Credentials for SharePoint are the same as for your VETS email.
- You may need to enter your username in the format **'vets-ad\username'**.
- Your username is the first part of your VETS email address before the "@" sign. For most people, this will be the first initial of your first name and your full last name.
- If you are using a computer connected to the VA, FAA, or .mil networks, you may need to use a computer that is not on these networks.

If you need help, contact the VETS Service Desk by calling 855-483-8746 x140, or emailing help@vets-inc.com.

Chaplain's Corner

"Into each life a little rain must fall," she said to me. "But lately, I'm feeling a bit soaked. When will the sun come back out?"

Our lives do not follow a predictable pattern of good days and bad days. We have experienced periods of time when our lives are relatively trouble free and other times when difficulties are piled on top of problems. Thankfully, we do not have to go through difficult times without help. Here's some ideas of how to deal with those times when the sunshine of hope is hard to see.

Share. Don't keep your difficulties to yourself. Talk with a trusted friend, seek out a spiritual leader, or speak with a family member that you respect. Sharing our difficulties with another person reminds us that we are not alone in our struggle.

Reflect. Think through your difficulties and meditate on what is troubling you. Ask for God's help to see a new path or a way to lessen the pressure you are under.

Seek help. If you continue to feel overwhelmed, talk to your doctor. She or he is trained to help you overcome difficulties through a variety of options.

Times of trouble come to all of us. By sharing with others, reflecting with God and seeking help we can find hope in the midst of our most difficult days.

On the journey together,
Greg
Dr. Greg Randall,
VETS Corporate Chaplain

You can contact Greg via e-mail at chaplain@vets-inc.com. Feel free to send a prayer request or ask a question anytime.
To speak to Greg, call 855-483-8746 ext 121. Please leave a message if you get the voice mail, and the chaplain will return your call.

Greg is available to talk with you about spiritual issues, family issues, relationships, stress, grief, or any other area that is a concern for you. All chaplain services are voluntary and at the employee's direction and initiative, and the chaplain does not favor or promote one expression of faith over another.

How to Retain Top Talent

By John P. Rose

Recently I read an article in the Washington Post (Sunday, October 18, 2015; by Rita Trehan) about "How to Retain Top Talent."

The article contained excellent insights applicable to all of us. What follows is a summary you might find useful. Please share with others, and consider use of these ideas yourself.

HOW TO RETAIN TOP TALENT

5 THINGS TO DO to "connect the best and brightest with our goals." What follows are suggestions for a retention strategy.

1. START ON DAY ONE: "Poor orientation and a lack of direction are some of the major reasons cited by new hires who leave within their first year. Creating a strong orientation program along with integrating and providing clear, concise direction early on is a vital first step to long-term employee engagement."

2. MIND YOUR MANAGERS: "Employees who suffer lack of clear expectations, insufficient coaching and feedback with a manager who either manages with too heavy a hand or with seemingly no accountability...can have a big impact on the longevity of a hire....Be sure to offer constant coaching and feedback along with clear expectations for your employees as well as your management team."

3. GROWTH & CAREER CHALLENGES ARE NOT OPTIONAL EXTRAS: "Talented people wish to be stretched, and thrive on opportunities to grow......fail to provide such opportunities for people to learn new skills and your best people may start seeking opportunities elsewhere. Career development discussion must be held on a regular and ongoing basis. Those who invest in their talent reap the greatest rewards."

4. REWARD & RECOGNIZE PERFORMANCE: "....compensation may not top (employee) list of priorities, it's still quite high on their list of desires. Too often, companies wait until a resignation letter hits the desk to offer to address compensation issues...Pay your people well and reward for high performance......divide the spoils among your biggest winners."

5. ENGAGE YOUR EMPLOYEES: "Conversations about what could be done to make the work environment better are usually left to the exit interview.....don't let this happen to you: conduct regular check-in discussions. There is no better way to find out what an employee thinks than to simply ask them.....address employment issues constantly, not just a the very end."

We are in the business of retaining our best employees. Please consider the above points when thinking about how to retain top talent.

Period of Employment Awards

VETS provides an award for employees with continuous service for 5, 10, 15, 20, and 30 years. Awards are presented during the calendar month in which the employee's anniversary occurs. The following employees have earned their 5 Year Period of Employment Award.

Candice Cantrell 8/9/2010	**Ethel Anderson 10/19/2015**
Ashley Lenzi 8/9/2010	**Sheila Joseph 12/1/2015**
Ingrid West 8/23/2010	**Lynda Tran 12/13/2015**
Tiffany Ayscue 9/9/2015	**Karen Moody 12/27/2015**

IT Corner

Helpful Password Suggestions to

Keep your Online Information Safe

By Brian Church

Honestly, passwords are one of the most hated items you are required to use on a daily basis. We have so many, which can cause us to lose track or forget them. As a result, many of us do not change our passwords for many months or even years because we are afraid that we will not create new passwords as effective and easy to remember. There is hope! Passwords don't have to be a complex cryptogram of random numbers and letters to keep you safe.

To help protect you from unwanted users hacking your account by cracking your password, follow these guidelines.

- Don't use Dictionary Words, Proper Nouns or Foreign Words
     Many password cracking tools are very effective at cracking passwords by processing many common word and letter combinations until a match for the password is found.
- Don't use Personal Information
     Now that most of us have an online presence, it has become easier for hackers to look on Facebook or similar social networks to learn important facts in your life which you may use as your password. This includes your children or pet names, or even your date of birth or anniversary.
- Use Uppercase Letters, Lowercase Letters, Numbers and Special Characters
     It is more difficult to guess your password if you include both upper and lower case letters as well as numbers and special characters. Special characters include, but are not limited to !, @, #, $, &, *.
- Use Mnemonic Phrases
     This means to spell your password the way the word or phrase sounds. Examples include: 'ImaKat!' = "I'm a cat!" or 'Qbfjotld@' = "Quick brown fox jumped over the lazy dog."
- Change Passwords Frequently
     It is recommended to change your passwords once every 3 to 4 months. This isn't as bad as it sounds. It means you will only need to learn a new password 3 to 4 times a year.
- Don't Write Down your Password
     One of the easiest ways for people to get your password is from a Post-It note stuck on your monitors or hidden under your keyboard.

By following these few helpful guidelines, you can relieve some of the stress associated with memorizing and changing your passwords. Ensure your passwords have meaning to you, so you don't need to write them down. Most importantly, be creative and have fun thinking of new passwords. Pretty soon you will look forward to the next time you need to change your password.

A note from Learn Smart to program and project managers, and those who desire to be:

Remaining Relevant in a Changing,

Dynamic and Information Based Business Environment!

For all those that are PMI PMP certified or for those seeking to become PMP certified, we strongly recommend taking a moment to review the following new course entitled "Understanding PMI Certification Requirements".

https://www.youtube.com/embed/qSWrVyFmT9U

Teams! Teammates! Teamwork!!!
The Importance of Working as a Team!

By John P. Rose; VP, Strategic Planning

We all have experience with teams---both good and bad. Teams are a way of life in sports, military operations, business and life. But what are the elements that lead to success? What are those indicators that often lead to problems or failure of the team? Has the adolescence of the information age changed the way teams operate?

Furthermore, what makes a GOOD team GREAT?

What causes a GREAT team to FAIL?

This edition of the VETS Newsletter will offer thoughts on how teams succeed and fail in today's complex, complicated and information rich business environment.

THE McChrystal APPROACH:

Influencing my thinking is the recently published book by General Stanley McChrystal, entitled TEAM OF TEAMS--NEW RULES FOR A COMPLEX WORLD. While McChrystal's focus is on his experiences in command of the Joint Special Operations Task Force facing Al Qaeda in Iraq, his approach to combine agility, adaptability and cohesion of a small team with business organization resources suggest a new approach to winning business in today's fast, complicated, information rich environment.

McChrystal's book suggests renewed consideration of three fundamentals. They are:

1. the physical design of the operations of the team,

2. the organizational structure in which the team operates, and

3. leadership behavior.

These items have always formed the foundation for team activity but McChrystal's experiences suggest the way we see and view them today should be different than in the past. Without doubt these issues set the conditions from which people work, set the climate for relationships and create the environment for people working together.

Coupled with this foundation are uses of today's technological innovations. It is no secret that success comes to those making decisions quicker. The challenge is in obtaining the most accurate and relevant information before others.

McChrystal's book further suggests that we have moved from a complicated to a complex world. The working environment has become less clear, certain and predictable.

It is not simply that complicated problems become complex. Complicated and complex issues are the norm. Technology, people and the environment are in a constant state of change.

This is not simply a technology issue. Don't blame technology or access to information or the fast pace of decision making for the problems teams face. This is the real world.

THE ROLE OF THE LEADER & LEADERSHIP:

Next comes the team leader. No team can succeed without a good leader. At all levels leaders need to be trained, mentored and involved in continuing education. Self -learning—that which we do ourselves is at the root of all advancement. Do not expect others to provide you with the training and knowledge required to stay current. We must be responsible for our own education; self-improvement should be a core value. Learning new techniques, approaches and skills never stops.

Do we leaders at the corporate level provide our managers with the tools they need to succeed? Is the key to success today a decentralized decision making authority? Where does a transparent communications component fit? Does it? Do we need to be faster, flatter and more flexible than our competition? If so, how does that work in the government contracting environment?

WHY TEAMS FAIL:

Why do teams fail? Teams often fail because of a personality conflict among teammates. This should never happen, but it does. Whether it is the team leader to teammate(s) or between teammates, a personality conflict can bring down a team in a heartbeat. That said, once discovered, the leader must clearly and forcefully state that any such conflict reflects a lack of professionalism. There is no room for personality conflicts on a team that wishes to succeed.

One of the most important things a leader can do is to allow teams to act on their own, trust their decision making, and trust and support their decisions.

The McChrystal''s APPROACH:

In the McChrystal book, he identifies the three key items learned from military war-time experience applicable to succeed in today's fast pace, information-dominant business environment.

The first involves pushing decision-making authority down to the team lead level; under the assumption that you trust the team lead, and if you do not, then why is he/she in such a position.

The second key to team success is to share within the team and across boundaries a complete understanding of information coming to the team. Full transparency in everything the team does will bring this about. Secrets breed rumors, uncertainty, doubt, lack of trust and confidence.

The third key is "empowered execution." This is where the senior leaders of the organization must allow those on the ground "to decide and act decisively." If we want them to lead, if we trust their judgment and if we are serious about developing future leaders, senior leaders must trust those we have placed in positions of authority and give them the opportunity to decide and execute. Stand back, get out of the way and be there to support their decisions.

BOTTOM LINE: When it comes to the success of teams, there is no "fool-proof" formula for success. No list of absolutes. No three easy solutions. Success for a team comes from hard work, belief and trust in others, transparency in actions, and the dedication and loyalty of all team members.

Reference: General Stanley McChrystal, U.S. Army, Retired; TEAM OF TEAMS: NEW RULES OF ENGAGEMENT FOR A COMPLEX WORLD; Penguin Random House LLC; New York, New York; 2015.

Wade Lendell Terry
Friend, Colleague, and a Dedicated Father and Husband

We are very sorry to note the passing of a dedicated employee, a loving and caring Father and Husband, and a special friend to all of us---Wade L. Terry.

Wade Terry was born on December 23, 1949 in Massey Lake, Texas and passed away November 12, 2015 in Carrollton, Texas.

To Paula, Wade's loving and caring wife, sons, Walter Thomas and his wife Kristina, Brian Terry, Marcus Terry, nine grandchildren and three great- grandchildren, we extend our deepest sympathy.

Wade will not be forgotten for his service to others, his care and concern for people, and for the challenges he faced and conquered on our VETS team and throughout his life. He never thought of himself, it was always others that he cared about. The welfare of people was always at the forefront of his mind. Wade saw what few of us could see, he solved problems, challenges that few could ever resolve. His love for life and for others knew no bounds. His courage exceeded that of all others. Wade never quit. He will not be forgotten. His love for family, co-workers, and friends should be the standard for all. We miss him greatly and will carry forth his legacy forever.

AGILE PROJECT MANAGEMENT

Learn Smart now offers a program addressing Agile Project Management and what it can do for us.

We strongly urge all VETS project and program managers to watch and share this YouTube video with colleagues.

The following YouTube video's highlight the difference between AGILE and traditional project management, certification challenges, new development in AGILE in 2015 and the difference between AGILE and ACP.

Please take a moment to view the video from the site noted below.

AGILE Q&A
https://www.youtube.com/playlist?list=PLiSVROtuV4-nEqb3upOApCPXymxu_AoYz

Embrace your Inner Leader

In our first installment (Turning Employees Into Learning Champions), we introduced the concept of a core learning group and discussed the roles that need to be filled. This time we'll continue with discussion about the responsibilities of the core learning group and communication strategies.

Zero in on the top qualities a learning leader needs to have to be able to develop a core team of champions who care about the outcomes of the training program.

Keys to Becoming a Successful Learning Leader

- See if you're already fulfilling the Top 10 qualities a learning leader should have
- Take the first step in honing in on your communication skills
- Establish strategies to identify and support your learning initiatives

With hard work, strategy, and execution you can become a leader that brings your training programs to success.
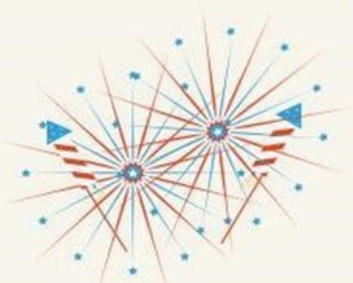
LearnSmart

2015

Q3

66 Total Courses Created

July ■ August ■ September

We added 15+ Courses

Course Series Added:

1. CompTIA Network+
   A) (BP) Network (N10-006)
   B) (ES) Network (N10-006)
2. CompTIA Security+
   A) (BP) Security+ (SY0-401)
   B) (ES) Security+ (SY0-401)

We added 20+ Courses

Course Series Added:

1. CompTIA Security+
   A) (BP) Security+ (SY0-401)
   B) (ES) Security+ (SY0-401)
2. MCSE SQL Server (70-464)
3. PMI Certification Requirements

We added 15+ Courses

Course Series Added:

1. CompTIA Security+
   A) (BP) Security+ (SY0-401)
   B) (ES) Security+ (SY0-401)
2. Administering Server 2012 (70-411)
3. Configuring Server 2012 (70-412)
4. Installing Server 2012 (70-410)
5. MCSE SQL Server (70-464)

July   August   September

Highlights:

Course Catalog Additions Includes:

Project Management & Project Management PDU Credits
2015 training catalog

IT Enterprise
2015 training catalog

LearnSmart is proud to be continuously expanding our education globally and our students minds!
We are constantly releasing
new courses and keep our course catalogs actively live and updated!

https://drive.google.com/open?id=0ByUP1E4ejNY1UXNqbINZdWR3Mmc&authuser=0

12