



TeraTech News

Tools for Programmers

We make you a computer hero every day

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MXDC Conference



Michael Smith spoke at the MXDC conference on project requirements gathering and how to avoid communication problems with clients. Michael says "We use wireframing and prototyping on projects to improve client communication. I find that when people can see and take a 'test-drive' of an application that we get significantly better feedback on real requirements. Additionally the prototype can be tried out by the whole client team for easy use and to find missing features. It is much cheaper to spot problems early on in a project rather than have to add in extra features once coding is done."

Introduction to ColdFusion Special

CF 101 - Intro to ColdFusion Seminar
November 9, 2002
Special 2 hr course: - \$9.95
Registration 10:30am
Class 11am-1pm

<http://www.teratech.com/training/>



- ~ Introduction to ColdFusion
- ~ Samples of sites currently using ColdFusion
- ~ When to/when not to use ColdFusion
- ~ Basic coding samples
- ~ How ColdFusion interacts with databases
- ~ Q&A

Is Staffing Really Cheaper Now?

All your information channels are telling you that there is an abundance of well-trained, highly qualified workers available. Does this surplus mean that it is easier to hire now than it was a few years ago? Does it mean that turnover is less costly? Not really, because the 80/20 rule still holds true.

Although the overt costs (20%) for recruiters, relocations, and over-sized salaries/sign-on bonuses have all but gone away, the covert costs (80%), including interviewers' time, slipped schedules, lost opportunities, lost productivity, and lowered morale, are still present.

Hiring itself hasn't gotten any easier, either. In 1999, an ad might generate 80 responses, 90% of which weren't a fit; in 2002 the same ad can generate 500 responses, but 90% still don't fit. Other fundamentals haven't changed, either...

- A corollary of Murphy's Law states, "No matter the condition of the labor market, the specific skills being sought by any given company at any give time will be
 - a. the least available skills
 - or
 - b. the same skills that are being sought by every other company,

- No matter how long or hard you work, your organization will not meet its objectives without the right talent.
- A manager's raises, bonuses, stock options, and even job, depend on the ability to hire the right person, at the right time, for the right reasons.
- Without the ability to hire and retain people in a timely, cost-effective manner, managers are gambling with their own success. After all: You are who you hire.
- People retention is critical, and retention is the result of good hiring practices.

The days of labor famine may be over for now, but even in these days of labor feast, staffing is too costly to ignore good retention practices!

By Miki Saxon, CEO RampUp Solutions, Inc. Use ResumeScreen, the no grunt-work, ultra low cost hiring solution from RampUp. For more information, or permission to reprint this article, visit us at <http://www.RampUpSolutions.com> or write miki@RampUpSolutions.com
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MDCFUG Meeting

Maryland ColdFusion Users Group

<http://www.cfug-md.org/>

MDCFUG is for all levels of developers who want to learn more about ColdFusion and the latest Internet developments. Our meetings are on the second Tuesday of every month.

This month's meeting is on 11/12/2002:

Douglas Smith--*Better Debugging and Error Handling in CF and CFMX*

Derrick Rapley--*Improving Database Performance in CF*

ColdFusion News--straight from Macromedia
 Q&A Session--Bring a floppy with either code, which you are having a problem with, or some code you'd like to showcase. You can also email it to michael@teratech.com



CFBugHunt

<http://www.cfbughunt.org/>

Use this web site to report any bugs you find in CF MX. CFUGs are competing to report bugs! The CF User Group that reports the most confirmed bugs wins a prize for its members.



CF_Underground IV

Don't miss out on the pre-event before Macromedia's DevCon. Find out how people are getting hyped for the event with TeraTech, Inc. Visit:



"Don't forget the pre-event warm up in the pool bar on Sunday CF_Underground. I remember Michael D in sunglasses and drink in hand, making jokes over the CF-Jeopardy game music. And Erika shouting the players on."

Beth

"Any plans for another CF_Underground? IMO it was one of the best parts of DevCon last year."

Adam Wayne Lehman

"CF_Underground. Definitely something not to be missed! I'm going again, all signed up? What about everyone else?"

Sandy

For more information visit:

http://www.cfconf.org/cf_underground4/

Sunday October 27th, 2002 10am - 1:30pm

Walt Disney World Swan and Dolphin at the Cabana Bar and Grill

See for yourself

If you are confused by the miriade of hardware choices out there check out the advice on <http://www.tomshardware.com>. Whenever it comes time to buy something for computers. It's an invaluable resource. It contains reviews, comments and price comparisons.



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- ColdFusion
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