



# TeraTech News

## Tools for Programmers

We make you a computer hero every day

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### CommonSpot Partner

TeraTech is now a  
CommonSpot  
partner!

Paper Thin

CommonSpot is a sophisticated content management system for ColdFusion that enables staff who don't know HTML to publish the content for their web pages. We are excited about this product because it provides great flexibility in setting up templates and pages. The administrative area provides workflow as well as user authentication control. CommonSpot is a product of PaperThin (<http://www.paperthin.com>).

### CF\_BugHunt News

View and vote on bugs reported in CFMX at CFBugHunt <http://www.cfbughunt.org/>  
Currently 88 bugs have been reported. You can also sign up to be notified when new bugs are reported.



The CFUG that reports the most bugs wins a prize at CF\_Underground IV!

### CF\_Underground IV

CF\_Underground IV is on Sunday 10/27/02 10am-1:30pm at the DevCon hotel. Learn a bunch of cool CF programming meta tricks to save you time and headaches and network with CF top guns Charlie Arehart, Michael Smith, Michael Dinowitz and Ray Camden. Free drink, lunch and t-shirt!



[http://www.cfconf.com/cf\\_underground4/](http://www.cfconf.com/cf_underground4/)  
Sponsored by CFDJ Magazine, MDCFUG and TeraTech

### CFDJ Awards

TeraTech has been nominated for best consulting and best training ColdFusion company at CFDJ magazine.

Please **vote** at:  
<http://www.sys-con.com/coldfusion/readerschoice2002/>



2 0 0 2  
**READERS'  
CHOICE AWARDS**

After you vote  
you can get a  
3-month free  
subscription to  
CFDJ magazine!

### Virus/Hoaxes Resource Site

Virus hoaxes waste your firm's time & resources. Duped employees may even harm their own PCs, as we saw with the recent jdbgmgr.exe hysteria. Check out <http://Vmyths.com/>

if you want to fight virus hoaxes at the office. Learn **about** computer virus myths, hoaxes, urban legends, hysteria, **and the implications** if you believe in them. You can also search a list of computer virus hoaxes & virus hysteria from A to Z.

## **Boom Or Bust People Availability Is Not The Real Problem**

By Miki Saxon, CEO RampUp Solutions, Inc.

Just a few short years ago, the pundits were arguing over whether there actually was a shortage of qualified people to fill openings across industries, especially in high tech. Was there really a shortage? Does it matter? If there is a *perceived* shortage (i.e., jobs aren't being filled), then companies will continue to fret over finding qualified people and managers will continue to worry that a lack of talent will damage their own careers.

In 2002 there is an abundance of talent available as has happened in the past; for example

- ?? The early nineties, when a typical ad for a software engineer in Silicon Valley drew 100-plus viable responses.
- ?? Post-October 1987, when a financial services ad would easily draw five hundred qualified responses.
- ?? The early seventies, when an ad for a microwave designer ran in the Sunday *San Jose Mercury* and over three hundred qualified engineers started lining up at 6 AM Monday morning to wait for the company's doors to open.

It is neither the surplus of talent in a down market nor the dearth of it in a tight market that creates a staffing problem. Rather it is the attitude of many managers that *if the person is not already working there must be something wrong*. In the Eighties the thought was "There must be something wrong; companies only lay off their deadwood." In the late Nineties, it was, "There must be something wrong or this candidate would already have a job." Frequently the source of such attitudes is a lack of confidence in the ability to make good hiring decisions. By hiring currently employed people, managers unconsciously can validate a positive hiring decision (must be good or she wouldn't be there) or excuse a hiring mistake (assumed he was good because he was at XYZ).

Why the prevalence of this rarely-discussed-almost-never-admitted lack of hiring confidence? Why is staffing, with all its associated pieces, one of the most disliked of all management tasks? Simply stated, most people don't like doing things when they don't feel competent, and it is difficult to feel competent doing an intricate task for which you've had little or no training. Staffing involves many tasks—developing detailed reqs, screening resumes, doing substantial time-saving phone interviews, creating and mentoring an interviewing team, interviewing, crafting an offer, closing and landing the candidate, avoiding post-acceptance pitfalls, and a myriad of other details. Above all is the need to hire correctly; in other words, to hire the right *person* at the right *time* for the right *reasons*. To do it well requires sophisticated, proactive, real-world based training geared specifically to line managers. Instead,

most available training is geared to HR and the recruiting industry, is too mechanical, or is comprised of general psychology information.

The current abundance of highly qualified candidates is a result of the economy, *not* of a surplus of people. Population demographics, baby bust to baby boom, guarantee hard hiring times for a decade at least. To assure their ability to meet the staffing challenges of the twenty-first century companies and managers need to work together to:

- ?? Create an efficient, proactive hiring process;
- ?? Build internal sourcing skills that work in any labor market; and
- ?? Raise hiring skills to the level of core competency and disseminate them throughout the organization.

The winners of the future will be the companies that can fill their needs from the available labor pool, whatever the size, and the managers whose hiring skills allow them to confidently recognize talent, no matter the source.

For more information visit us at  
[www.RampUpSolutions.com](http://www.RampUpSolutions.com)  
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## **Celebration of Successful Project**

By Liz Arroyave

Recently TeraTech, Inc. completed a project with a federal agency in two months time. It included several complex web search projects that dealt with multiple SQL Server databases. Thanks to our staff of experts this project was successful. The client said:

*"We really appreciate all the great work you and your team have done. We couldn't very obviously, have done this project without a lot of support and expertise from you all."*



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### **TERATECH CUSTOM PROGRAMMING**

- ✍ ColdFusion
- ✍ VisualBasic
- ✍ SQL, Oracle, Access, FoxPro
- ✍ Numeric Analysis