



TeraTech News

Your partner for software project success!

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FDA Web Site

By Liz Arroyave

TeraTech assisted the Food and Drug Administration (FDA) in the development of a New Easy-to-Use Drug Information Web Site. The new website can be found at <http://www.fda.gov/cder/>

Drugs@FDA



“As part of its continuing efforts to see that patients and consumers have the information they need to make informed choices, the Food and Drug Administration (FDA) today launched a new easy-to-use web site to help consumers and health professionals find information about FDA-approved drug products more quickly and efficiently.”

To see the remainder of this article go to <http://www.fda.gov/bbs/topics/NEWS/2004/NEW01031.html>

TeraTech Launched New Website!

By Jason Schwartz

TeraTech is thrilled to announce the launch of its brand new website! The new site makes it easier than ever to find the information you need. In addition to a fresh new design created by our own talented graphics team, the site has been reorganized into three main sections: Business, which highlights TeraTech's successes at creating excellent solutions to business problems via our custom programming services; Programmers, which provides useful information for the developer community, including our ColdFusion and Fusebox training schedules and registration; and About, where you can find out everything you need to know about TeraTech's history, mission, vision, and team members. Congratulations to the TeraTech team who worked so hard, and also to our customers whose feedback was invaluable to making this new website a reality. Visit our new site at <http://www.teratech.com/>



Sponsors of CFUN-04

By Liz Arroyave

The CFUN-04 ColdFusion conference held on June 26th and 27th is expected to hold over 400 attendees. With over 30 speakers and 5 tracks we know this will be an event not to miss! Thanks to our sponsors, CFUN-04 will be an unparalleled conference. This year it will be held at the Double Tree Hotel, a state-of-the-art conference center located in Rockville, Maryland.



If you would like to sponsor this event, visit our website at <http://www.cfconf.org/CFUN-04/exhibitors.cfm>
Or email liz@teratech.com

Ask the Coach

By Margarita Rozenfeld

Q: I am a new manager and dread reprimanding employees. What is the best way to deliver negative feedback?



A: Most new supervisors don't realize that modifying employee behavior works best through a combination of positive acknowledgement and constructive feedback. I teach the following formula in my management workshops – I get feedback that it works.

Timing. Don't wait until the end of the review cycle to point out a performance issue. Build a good-will relationship from the start by acknowledging successes as well as shortcomings along the way. When it's time to ask for a behavioral change, be sure it's in a private, calm environment. Don't catch them off guard.

- Describe the specific situation and behavior under discussion (when, where, what the person did/said). Check your intent – be sure you are descriptive, not judgmental.
- Describe the impact and consequences of their behavior on you and others (via your observation, use "I" statements.)
- Acknowledge their effort to improve (remember, focus on the positive too)
- Request a specific behavior modification – what do you want them to do differently, specifically?
- Checks for understanding and buy-in. Are they clear about what you said and next steps?
- Offer help. Building a collaborative relationship with each employee helps your whole team succeed!

Success Coach Margarita Rozenfeld helps individuals and organizations maximize performance through coaching, consulting and training. Margarita is also the Founder of YES!Circle, a networking, education and support organization for business owners. Call 703-989-8016 or visit www.ofessence.com and www.yescircle.org, for more information and resources.

Website Content Manager helps Cable TV Industry Respond quickly to FCC

By Beth Barnett
When Federal

Communications Commission Chairman Michael Powell told the cable-TV industry it "cannot completely ignore" the public discontent with indecent and violent programming on television, the National Cable and Telecommunications quickly took action. This according to an article in the Wall Street Journal (3/3/04).

Website to the rescue. Because of the dynamic menu system built by NCTA and TeraTech, the NCTA staff were able to quickly add a section to the website -- "responsible television viewing". Go to www.ncta.com and click on the "Choice, Control and Education" button to see what it says.

If you missed previous articles, you can locate them at <http://www.teratech.com/news.cfm>

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TERATECH CUSTOM PROGRAMMING

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Cable Industry Efforts
to Empower
Television Viewers:
**Choice, Control
and Education**