

AnteoNews.

A quarterly newsletter published by Anteo Group.

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Recent Awards:



Dallas Business Journal's #1 Place to Work Headquartered Outside D-FW

Entrepreneur **HOT 100**

Fastest-Growing New Companies in America



Pacesetters: Fastest-Growing Private Companies in Atlanta

Story Ideas for AnteoNews?

Send any story ideas or article submissions for future editions of AnteoNews to Margaret Hearne at marketing@antegroup.com.

Anteo Group's Commitment to Java

Anteo Group opened its doors in Atlanta in 2002, and since inception, the Java community has played an instrumental role in the success and rapid growth of Anteo Group. Over the past four years, Anteo Group's relationship with the Java community has continued to mature and solidify allowing Anteo Group to become an Enterprise Java specialty staffing firm.

In February 2004, Anteo Group announced the official sponsorship of the Atlanta Java User's Group (AJUG.) The rise in Java requirements as well as the opportunity to support an organization targeted to developers led Anteo Group's leaders to pursue sponsoring AJUG. The relationship has proven to be symbiotic, and thus, Anteo Group renewed sponsorship for the third consecutive year. AJUG provides the opportunity for Anteo Group employees to absorb the latest technology presentation and network with the local Java professionals.

Less than a year later, Anteo Group launched AnteoNet, an exclusive group of clients and consultants within the Java community. A highlight of AnteoNet is Anteo Java News, a quarterly online newsletter for Java professionals. The goal: to give back to the Java community by providing an opportunity to share best practices, new tools and technologies, and case studies with Java professionals.

The IT world has become too complex to approach IT staffing in a general manner, and in response, Anteo Group has fine-tuned its Java focus not only externally with the community but internally as well. Training sessions for all members of the resourcing team cover various areas of the Java System Development Lifecycle and provide the knowledge base crucial to understanding clients' needs and candidates' strengths and technical experience.

"It is our goal to act as a partner, not a vendor," said Co-Founder and VP of Sales James Yeagle. "To achieve this relationship, our Account Managers and Recruiters must approach each engagement much like a Java Business Analyst. They need to understand the technology, project and organization thoroughly to be able to provide the best service possible." •

Fast Facts

Bureau of Labor Statistics of the U.S. Department of Labor

"Nonfarm payroll employment rose by 121,000 in June, and the unemployment rate was unchanged at 4.6 percent," the Bureau of Labor Statistics of the U.S. Department of Labor reported on 7/7/06. "Employment continued to trend upward in several service-providing industries and in mining."

What Matters Most to You About Your Job?

The Annual Salary Survey published by InformationWeek revealed that 58% of respondents feel Stability matters most about their job, followed by Challenge of Job (56%), Flexible Schedule (55%) and Base Pay (48%).

Hiring, Managing and Developing IT Staff

According to the 2006 Ones to Watch Leadership Survey conducted by CIO Research, 78% of respondents think their CIO should spend more time hiring, managing and developing IT staff.

Google This

In early July, Merriam-Webster approved the verb "google" to appear in the 11th edition of the "Merriam-Webster Collegiate Dictionary." (Techweb.com)

The Spring Framework

By Bill Siggelkow, President Jade Cove Solutions

I will never forget the first serious J2EE (Java 2 Enterprise Edition) application I built. It was an e-commerce application that allowed businesses to buy and sell their goods and services to other businesses. Though the application's functional needs were straightforward, the technical details to code, configure, and deploy the application were complicated and convoluted. The benefits gained were worth the hassle – data was automatically persisted to the database, transaction boundaries were declared instead of hard-coded, and the application could be distributed across multiple servers. Sadly, the application and the company never quite made it – both victims of the dot-com bust. But I learned a great deal about J2EE development from the approaches that worked, and even more from those that didn't. I was not alone.

Rod Johnson swam in similar waters. A long-time Java developer, he understood the benefits of Java Enterprise development, but knew that there had to be an easier way. In his excellent book, *Expert One-on-One: J2EE Design and Development*, Rod detailed his practical approach and laid the foundation for a code base that would become the most popular alternative to traditional J2EE design and development.

That code base, originally known as Interface21, evolved into The Spring Framework (<http://www.springframework.org>.) Spring, as it's commonly referred, is an open-source, lightweight, Java-based framework you can use to develop enterprise-level Java applications in less time and with higher quality than using the traditional J2EE approaches.

Spring bills itself as "the leading full-stack Java/J2EE application framework." With Spring, you can develop applications with reduced development effort and improved quality. Spring reduces the lines of code you have to write, allowing you to focus on the business logic and not on the technical glue. The quality of your applications will improve because Spring reduces your classes' dependency on J2EE APIs and implementations, making it easier to write unit tests.

I think of Spring as three separate things – an object factory (IOC/DI container), an AOP framework, and a robust class library. At its core, Spring is an intelligent object factory that knows how to glue objects together based on an external configuration (typically an XML file). When you ask for an instance of a configured object from Spring, it will wire the dependencies into your object based on an external configuration. This benefit may seem trivial at first, but consider the work required of a data access object (DAO) to acquire a JDBC DataSource. Without Spring, your class must call several JNDI methods and catch JNDI checked exceptions. Moreover, to test the DAO you have to deploy and run the entire application in an application server. But with Spring, the DAO only needs to provide a setter method for the DataSource. You then define and configure the DataSource and DAO in the Spring configuration file. The DAO is no longer concerned with JNDI lookups and error handling, and you can unit test the object since it's not bound to the JNDI API.

Spring leverages its object creation abilities to provide another important feature – support for Aspect-Oriented Programming (AOP). Aspect-oriented programming enables you to define and apply system-wide behaviors, known as cross-cutting concerns, to objects without making any code-level changes to those objects. Spring uses its AOP capability to provide powerful features such as declarative transactions. With Spring you can configure which objects require transactions, how the transaction propagates to

other called methods, and how the transaction should react to thrown exceptions. This ability is more robust than EJB container-managed transactions, and it can be applied to any Java object, not just EJBs.

Based on its IOC core and its AOP capabilities, Spring delivers a robust and full-featured class library for building J2EE applications. These libraries include:

- ... **Spring MVC** – a request-based web framework similar to Struts and Web Work
- ... **Spring JDBC** – a set of classes that make working with straight JDBC much simpler than the traditional approach.
- ... **Spring ORM** – a set of classes that integrate with some of the best object-relational mapping frameworks including Hibernate, Java Data Objects (JDO), IBatis, and Toplink
- ... **Spring Remoting** – classes that support remote access via RMI, Web Services, and some other simple protocols

Spring provides all these features in a minimally invasive, a la carte fashion. If you have an investment in Struts and aren't ready to move to Spring MVC, Spring provides an integration layer that makes your Struts actions Spring-aware. If you've got some EJBs that you just can't afford to rewrite, Spring will make it easier to access those EJBs.

I encourage you to take a serious look at Spring. I think you'll find that you can save time and money and have a good time doing it! ●

Anteo Group Makes Entrepreneur Hot 100 List

In May 2006, Anteo Group announced the inclusion on Entrepreneur Magazine and PricewaterhouseCoopers' 12th Annual Hot 100 List of America's Fastest-Growing New Businesses for the third consecutive year.

Anteo Group opened its doors in the summer of 2002 with only three employees in Atlanta and has since grown to 25 internal employees, 135 external consultants and 2006 expected sales of \$12 million with offices in Atlanta, Dallas, London and Los Angeles. Anteo Group made its first appearance on the Hot 100 List of America's Fastest-Growing New Businesses in 2004.

"We are excited to be included on the Hot 100 list for the third consecutive year," said Anteo Group Co-Founder and President Dion DeLoof. "Our ability to hire great people enables us to keep delivering that 'wow' effect to our customers. Our customers continue to champion us within their businesses and refer us to new clients which we are very grateful for. Our goal is to continue to be a great place to work and to deliver a service to our clients that they can't find anywhere else in our industry."

Total combined sales of the Hot 100 companies for 2006 reached an impressive \$1.7 billion, up from \$1.5 billion last year. This year, the business services industry took the lead with 33 companies on our list, including staffing, advertising and consulting firms. Also on the rise are employee benefits; 43 businesses offer flextime, and 33 offer telecommuting. Keeping employees happy and satisfied tops the list of main concerns for Hot 100 business owners, based on the popular philosophy that "fast growth for many businesses is largely due to having the best staff on hand to manage it all."

The Role of Strategic Security in Any Business

By Timothy M. Virtue, CISSP, CISA, CFE, CCE

In today's fast paced business world of increasing competition, demanding customers, scarce resources, and tight deadlines all business decisions must be value driven. However, in the rush to success, it is critical that security not be overlooked. As with most aspects of project management, it is better to take a strategic approach and build it in early. Security viewed as an afterthought is just that, an afterthought. When the time is taken to develop and implement a security initiative that can support business objectives, everyone wins.

In the ever tightening circle of regulation and compliance, increasing security vulnerabilities and risk, customer confidence, and threats to organizational branding, strategically managing security is the only sensible option. It is obviously better to manage your security issues rather than have them manage you. This managed approach will help ensure the appropriate amount of security is deployed with the lowest cost and greatest value to the business.

In order for security to be both effective and beneficial to the business, it must be driven by strategy and planning. Successful leaders recognize that when security initiatives are aligned to business objectives, the outcome is a well controlled and protected business environment. One of the best ways to strategically implement security is through a holistic approach. Specifically, security should be viewed as part of the enterprise. The same planning that exists for any enterprise wide project should be applied to security planning. Great business success has been achieved when organizations value the various organizational units as an enterprise rather than segregated entities. Security is no different. It affects the whole enterprise, why shouldn't it be managed that way?

That sounds great, but how do I get there?

Convincing Management to Implement Change: Part 1

By Lou Lombardy, Senior IT Consultant

Have you ever noticed it is easy to convince some individuals to implement a change but others take more convincing? This is mainly due to individuals being at different stages of change. The different stages of change define how you must approach different people with different persuasion methods depending on which stage they are currently in. The five stages of change are pre-contemplation, contemplation, preparation, action, and maintenance.

"Pre-contemplation is the stage when a person has no intention to allow change in the foreseeable future". This is when a person is uninformed and has not been presented with a convincing reason for change. This is fairly common. Often your manager does not know about the need for change, so they don't intend to allow a change that might disrupt the current process. This also includes those who know about your recommendation, but see absolutely no need to implement it. This stage is composed of those who are not implementing new methods due to ignorance or lack of perceived need. The saying "If it ain't broke, don't fix it" is often used in this stage.

"Contemplation is the stage in which people are aware that a problem exists and are seriously thinking about overcoming it but have not made a commitment to take action". What frequently moves people out of pre-contemplation is convincing, personal, and timely information—not coercion or even advice.

Unfortunately, there is no easy solution, magic bullet or such thing as "100% security." Since the purpose of security is to protect an organization's assets, the best approach is to implement the highest measures of security that do not detract from the business. That is why a strategic approach to security implementations must be taken. The good news is regardless of the type or size of the security project the same strategic principles apply.

1. **Identify** – Perform a comprehensive risk assessment and determine the threats specific to your organization
2. **Research** – Consider all the solutions (people, processes, and technologies) that can be used to manage the risk facing your organization
3. **Select** - A solution or combination of solutions that maximizes security, but does not hinder business goals and objectives
4. **Implement** – A security strategy to compliment business strategy as quickly as possible
5. **Re-evaluate** - Continuously and proactively monitor your organization's security initiatives and modify the program as needed – regardless of size or perceived impact, any change to the business environment could drastically impact/affect the security plan

When a comprehensive strategic approach to the security process is deployed, the organization has the ability to achieve value driven success, while having security initiatives that compliment rather than hinder business.

Timothy M. Virtue, CISSP, CISA, CFE, CCE is an accomplished information security and risk management professional specializing in the strategic application of information risk management methodologies to operational business goals and objectives. He can be reached at tim@timvirtue.com. ●

People not considering change generally are not open to advice, much less confrontational advice, but are open to listening to specific information. It is important to understand that generic or general information is not effective, but rather information specifically related to their job. This can be done by thoroughly assessing all short and long term consequences and then constructing a "cost-benefit analysis", i.e. chart the pros/cons of remaining the same and the pros/cons of changing. With this information in hand, you can begin to resolve any doubts preventing change. This is where you will be asked to show the ROI for implementing this change.

"Preparation is a stage that combines intention and behavioral criteria". First of all, be organized. Managers in this stage actually intend to implement the change, but first they have to get organized. This stage is composed of all items people must do to be able to implement the change. It is very important to know in which areas change will be helpful and which areas are better left unchanged. It is also important to establish reasonable, attainable goals for those involved. I have often seen companies purchase expensive software that will only sit on a shelf because there was not a plan with reasonable, attainable goals defined to actually put the software in place .

Part 2 of the article will be featured in the following newsletter. ●



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About Anteo Group

Anteo Group is an award-winning Enterprise Java Staffing and ERP Consulting Company. Through structured methodologies, Anteo Group simplifies project resourcing and implementation for small to Fortune 100 companies.

For more information, visit www.anteogroup.com.

Talent Management: Executives' Top Priority

By Debra Rosenbloum, Business Development Manager Anteo Group

The challenges facing US companies are numerous. The world of "work" is changing. Over the past decade all companies are forced to address these new obstacles including talent shortages, outsourcing, globalization, shifting demographics, international mobility and an aging workforce. According to PriceWaterhouseCoopers, over the next decade the convergence of dominant business, demographic and social trends will only accelerate the changes sweeping through today's workplace.

Due to the "new" challenges facing companies, the management of a company's pool of talent has become the responsibility of top executives according to a study by the Economist Intelligence Unit in co-operation with Development Dimensions International (DDI.) CEOs recognize that in order to address the new obstacles, they need to proactively address talent management. Even though the exact impact is hard to quantify, it helps drive corporate performance. CEOs regard the development of the next generation of leaders as one of the best ways of leaving a strong legacy, effectively competing and maintaining shareholder's confidence. So who is doing this and how? A perfect example, at the executive level, is Microsoft.

In June 2006, Bill Gates, Microsoft CEO, announced his plans to give up his day-to-day responsibilities at Microsoft in 2008. Based on statements from Bill Gates, he worked with management to identify and groom the next potential candidates for his role. Over the next two years, the implementation of the plan will continue. Their goal is to ensure a flawless transition in top management at Microsoft while maintaining/increasing shareholder, Wall Street and employee confidence in the new leadership.

Due to the demand for top-notch people and the aging workforce, companies need to have talent strategies at all levels of the organization to address the obstacles. As mentioned earlier, the issues that compound the talent management challenge are plentiful. There is technology available to track current employee capabilities and training, that if implemented effectively, helps organizations proactively manage and align their talent management with corporate goals. This is required for global organizations but not the end all for successful talent management.

Technology can aid the understanding of a company's current talent pool; however, executives need to incorporate the short and long-term goals of the organization. Undoubtedly, in order to achieve company goals, there will be a gap between future corporate talent needs and current talent capabilities within the company. The gap can be reduced by aligning corporate goals with proactive training programs, compensation, recruiting strategies and merger/ acquisition activity.

Realizing that business is not static can be an overwhelming task for executives and employees. If unaddressed, companies will find themselves leapfrogged by their global and/or local competitors. Therefore, the talent management challenge has become the topic of board meetings and is one of the top issues CEOs address today.

As you reflect and evaluate your position with your current employer, start considering how the talent management issue will affect you and your professional goals for the future. ●