

THE NAVIGATOR

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Boston Breaks Seasonal Snowfall Record With 108.6 Inches!



Fenway Park works to clear snow before Opening Day...

By Sarah Wroblewski - WFXT - BOSTON

The sun may have been shining at Fenway Park this week, but over 108 inches of snow fell this winter. Snow piled to the walls of the outfield fence, dugouts buried, and getting to the field no was no easy task.

As opening day gets closer, field preps are underway and Fenway Park head groundskeeper, Dave Mellor, had a one-up on mother nature to melt the monster amount of snow this year.

"We've been very pleased...snow levels have dropped 36-40% in less than a week basically." Dave said.

The secret to melting snow at Fenway Park? Black sand. And they used two and a half tons of it. Using dyed black sand is nothing new. In fact, it has been used on golf courses and in the major leagues for many years, however, getting it on the field is the tough part.

"My hat is off to how hard these guys work." Dave said. "One carries a 50 pound bag, pours it into the shovel and the other just slings it while wading through waist deep snow...can't thank them enough for all the hard work."

The black sand absorbs heat versus the white of the snow which reflects the sunlight. The black sand will absorb the sunlight and will help melt the snow. So even if it is sunny, 32 degrees it will do some melting. Obviously the warmer the sun is, especially this time of year, the black sand will help us. It's amazing how quickly it will knock down the snow. It's much easier on the grass than going out there mechanically and removing it with plows and shovels," he explained. And just in case more snow does fall, they'll be ready. "We keep a couple pallets on site just in case we need it for ice or for some snow," Dave said.

"You're not discounting mother nature for perhaps giving you a little more snow for the season?" WFXT's meteorologist Sarah Wroblewski asked.

Continued inside...

HOW IMPORTANT IS YOUR PROJECT MANAGEMENT AND BUSINESS ANALYSIS?

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TCM encourages you to engage our PMBA delivery team. We will identify the best Project Managers and Business Analysts in the market for your company.

Contact Bruce Augusta, VP of TCM's National Commercial Business /781 878-1070 or at baugusta@tcml.com

IN THE NEWS! TCM's Healthcare Practice Awarded a CMS Enrollment Reconciliation and Resolution 1095a Team Staffing Project



TCM's Healthcare practice was recently engaged by a leading provider of consulting, technology, and BPO services to healthcare organizations to support a large Enrollment Reconciliation & Resolution 1095a project with Centers for Medicare and Medicaid Services (CMS). Over a three week period, TCM successfully deployed 30+ EDI Analysts and EDI Lead Analysts to support this highly visible project. Our EDI Analysts are part of a team supporting all phases of the design, development and implementation of an Enrollment Resolution and Reconciliation process for health insurance exchanges. TCM received several accolades for our ability to deliver quality EDI Analyst Team members under extremely tight time constraints.

TCM's Federal Practice Awarded a new RPO Marketplace contract with a Leading Federal Systems Integrator

TCM's Federal practice has recently been awarded with a new 2015 RPO Marketplace contract with a leading Federal Systems Integrator. After a strong performance and multiple permanent placements in 2014, TCM has been issued a second contract term for this RPO Marketplace. As one of the most successful vendors, TCM will be part of a smaller vendor community and will have a greater volume potential in 2015.

- TCM has been awarded the opportunity to support a large technology/consulting client's US IT contractor project needs
- TCM began a new partnership with a major Woman's apparel company in New England
- TCM was recently chartered to build a team of 15+ IT Risk and Compliance professionals for a major firm in Boston
- TCM completed a successful major Oracle re-implementation with a major Pharma company in Boston

For a national integrator account, TCM provided over 50 resources comprised of Business Analysts, Project Managers and Developers supporting key CyberLife, Vantage, wma and Universal Life projects. These resources helped our client grow their presence in their fastest growing financial services division. TCM conducted advanced pipelining for these challenging skill sets nationwide to quickly staff immediate needs for this division.

TCM CONSULTANT REFERRAL BONUS!



\$1000 Direct Hire/Permanent Bonus - You are eligible for our \$1000 Referral Bonus if you are the sponsor of a full-time placement candidate (payment will be issued when the placement has successfully completed the guarantee period and payment of the full net fee has been received).

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Our experience has taught us that great candidates often know other great candidates, so be sure to take advantage of our referral bonus program. There is no limit to the number of employees you may refer!

TCM is pleased to offer a special referral bonus program for the referral of **NEW Client Hiring Managers!** If you provide the name and contact information of a hiring manger that TCM hasn't worked with and TCM places a consultant under that manager, you may be eligible for the Referral Bonus! Bonus prizes range from an iPad Mini, iPad, iPhone 6 or iPhone 6+! Referral Bonus details can be found on our website at: <http://www.tcml.com/client-hiring-manager-referrals>

Continued from cover...

"You never know," Dave said as he smiled and shook his head. With mild conditions and sunshine early in March, the melting process became very noticeable. Unlike most ballparks with two micro-climates, Fenway is unique and has three. One of them is in the sun, another in the shade, and also, Fenway has the Green Monster. "It is a great friend to us in the winter," he said about the giant green wall. "That 37-foot dark green absorbs a lot of heat, so it helps melt a lot of the snow for us." "So you have your own snow melting machine?" Wroblewski asked. "There you go. It's been great to us, so the field usually thaws out from left field to the first base dugout," Dave said. "We've made a lot of progress this week."



More thawing out will take place as the growth blankets under all that snow will soon be removed,



From a valued client, a provider of consulting, technology and marketing services to a wide variety of governmental agencies, written to **Rob Retalic, Account Delivery Manager/Federal & Healthcare Practice** :

Rob,

Thank you for filling that tricky DBA role. I value our partnership and have really enjoyed working with you. You are by far my easiest agency POC to communicate with and we've done some good work together. Keep up the good work!

Email sent to **Sarah Morganelli** from a candidate regarding onboarding process, "...Thanks so much for the ease of this process and excellent communication with me. I look forward to starting this assignment."

"Thank you for the quality applicants that we have been presented with. All of our selections have met the mark and beyond, we are very pleased with our experience both with the individuals we have brought on board, but also in our interactions with your MSP. I sincerely appreciate the work you do for us, I recommend you to everyone I know looking for good, quality resources!"

~ **Shelly – Client Manager**

"I met with Logan Ramseyer and Scott Parsons from our MSP yesterday in Houston. I see the extra level of effort from their team, and they are both deeply involved in the growth activities with our organization. I see the resumes flowing! Please continue to take their direction and keep them in the loop on all potential staffing surges."

~**Julie, Client Senior Principal**

Do You Know How to Assess EQ?

Recruiter.com



When assessing a candidate's potential, it's easy to focus solely on verifying their technical and functional skills — probably too easy. In the world of hiring, there is definitely a tendency to emphasize assessment criteria that are tangible, easily measured, and readily verifiable. It's the path of least resistance.

The irony is that these "tangible" skills have only a small bearing (11 percent, to be precise) on whether a candidate will succeed or fail. The skills that have a much bigger bearing (89 percent) on whether a candidate will succeed or fail are the very skills people often avoid assessing — that is, attitude and interpersonal skills, according to a Leadership IQ study.

One of the most important aspects of attitude — accounting for 23 percent of all new hire failures, according to Leadership IQ — is a candidate's emotional intelligence quotient, or EQ. Individuals with insufficient EQ struggle to manage their own emotions and the emotions of others. We are not robots, and the ability to navigate the stormy sea of human emotion is crucial to success.

Despite the importance of EQ, the typical interview is still heavily biased toward technical assessment. I think it's time to place greater emphasis on assessing EQ. And how can you do that? To begin with, hiring managers and recruiters need to identify EQ traits. These include things like self-awareness, self-regulation, motivation, empathy, and social skills, which have been identified as the five components of emotional intelligence at work by Daniel Goleman, the man "who first brought the term 'emotional intelligence' to a wide audience with his 1995 book of that name," according to the Harvard Business Review.

It is all well and good to know EQ is, but how do you measure it? Contrary to popular belief, you don't have to use a personality test to assess EQ, although that is a good method. Rather, you can ask a candidate specific, carefully engineered behavioral questions during an interview in order to assess their EQ.

For example, let's say you want to assess a candidate's self-awareness. You might ask a question like, "Describe a time when your behavior was interpreted in a negative way, even though you didn't mean it to be negative. How did you know that your behavior caused an issue?" You might also ask something like, "Describe a situation at work when you were in a good frame of mind. What impact did that have on your performance and the performances of your coworkers?"

You might want to delve into how a candidate processes and responds to conflict by asking a question such as, "Describe a situation at work in which you were involved in a conflict. What is your analysis of that particular encounter?" Further, you could ask something like, "Have you ever been surprised by some criticism directed at you? Tell us about the criticism and what was surprising about it."

These are just samples of the kind of behavioral questions you can ask to assess a candidate's EQ. You can find literally hundreds of similar sample questions on Google.

Continued on back...

Assess EQ *Continued...*

It can be challenging to assess a candidate's answers to these questions, as there are often no absolute right or wrong answers. But remember: you are asking these questions to look for signs of self-awareness, self-reflection, empathy, and the like. Ideally, when choosing your EQ questions, you should select a resource that also gives you advice on how to assess and interpret a candidate's answers.

Man runs 8 miles in shape of 'Hire Me' to get job —ABC News

BOSTON —David Miller applied to work at Strava, a fitness tracking company, on Sunday night. But to get the prospective employer's attention, he wanted to go the extra mile.

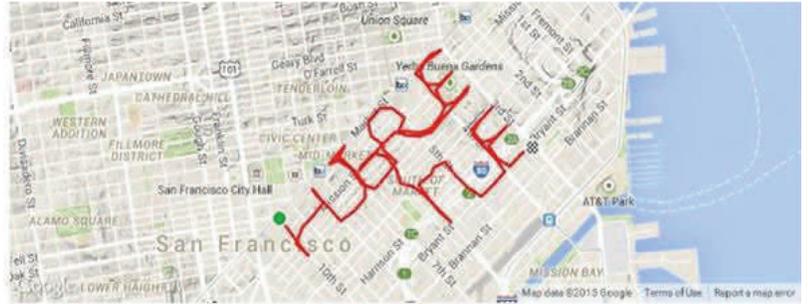
Rather, he wanted to go 8.1 extra miles by using Strava's app to track his running route in the shape of the words "HIRE ME." The route took him through San Francisco's SOMA neighborhood, [ABC News](#) reported.

"I'm at a point in my career where I'm looking for an awesome company to work with," Miller told ABC News. "I'm so passionate about running already. It seemed like a good idea." He's already signed up for four half marathons this year, he said.

Strava spokesman Michael Oldenburg said he couldn't comment on whether Miller got the job, but said the start-up received his job application.

RUN January 25, 2015

8.1 mi 1:15:42 9:22/mi 1,111
Distance Moving Time Avg Pace Calories



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