



THOUGHTS

Newsletter Issue No. 39

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Taking the Lead

As a growing company, David and Kam are creating processes for developing succession planning at all levels within TekSynap and in particular the leadership team. What does that mean and how can you be considered for that next important role at TekSynap? There are managers and there are leaders and they are not necessarily the same or even require the same skillset. A leader needs to possess innate leadership skills. But we typically ask what does that even mean, how do we 'get' those leadership skills and why leadership skills are even important in the workplace. I recently read an article that discusses the importance of leadership skills and what it means to have good leadership skills. Per the article they are an extremely important interpersonal skill drastically needed, but not always found within a Leadership Team.

Leadership skills are often sought after by many employers; they not only show that you have good interpersonal skills, they also show that you have the ability to co-ordinate, motivate and shape a team.

What Makes Leadership Skills Important in the Workplace?

- **Initiative:** Often good leadership skills make you more likely to have a good sense of initiative. This means you don't wait for others to tell you to perform tasks or actions. You are forward-thinking and as a result more prepared to deliver solutions to problems that arise.
- **Innovativeness:** Leadership skills improve your ability to find new ways of doing things in an organization. You are driven by the ability to change or re-invent common practices, all of which can serve to benefit an organization.
- **Pro-activeness:** Leadership skills improve your ability to be proactive. Leaders do not just 'plan to do', they actually 'do'. The 'do-ers' are the ones whom are identified as being the most reliable and productive. If you are able to successfully execute written plans into practice, you are showing that you are able to take control of situations rather than just responding to them.
- **Strategic Thinking:** Do you think strategically? In this case, what this means is that you often plan effectively for the forthcoming future based on a range of objectives which you set for yourself or your team. Strategic-thinkers are visionary, creative and willing to take risks. They are focused on the long-term goals and implications of meeting them.
- **Decision-making:** You can easily choose between one or two courses of action at least 70% of the time. You are able to make firm and prompt decisions with ease despite all of the options available also shows you have exceptional problem-solving skills. A good decision-maker bases their decisions through a good balance of emotional and logical reasoning; this means considering the facts as well as the way in which a decision will affect others.
- **Time management:** This skill goes hand in hand with being organized. Do you find



In This Issue

- [CMMI Achievement](#)
- [Clearance Updates](#)
- [Phishing Awareness](#)
- [Employee Anniversaries](#)
- [Kudos](#)
- [Career Opportunities](#)

WE WANT YOU!



October 13, 2019
Army Ten-Miler
Washington, DC

TekSynap is sponsoring a team in the 35th Anniversary Army Ten-Miler which will take place in Washington DC on October 13.

If you are interested in participating please contact team captain [Kearstin McGinnis](#). Availability is limited and on a first come basis.

Summer Family Picnic at Kings Dominion

We look forward to seeing our employees who will be attending the TekSynap Family Picnic at Kings Dominion on June 29th.

Employees can pick up tickets at the front gate area registration table between 10:00am-3:00pm.

Our picnic will take place from 3:30pm-4:30pm in the pavilion area.

Questions or changes to your RSVP?
Email events@teksynap.com

- **Time-management:** This skill goes hand in hand with being organized. Do you find it easy to keep to a schedule which you set out for yourself? Are you able to prioritize effectively with tasks and deadlines? This is even more important when you are in the position of leading a team as you will need to effectively map out timelines for others.
- **Charismatic:** Are you considered to be confident, assertive and/or charming? Leaders possess a certain strength of character and a strong sense of individualism. Charisma is a natural characteristic that makes it easy to influence others. Public speaking skills directly develop your level of charisma and ability to be listened to.
- **Listening:** Contrary to popular belief, leaders are not always bossy. In fact, they are supposed to know when to listen and when to direct. Being able to listen to suggestions and ideas effectively will help a leader implement the correct plans according to their team strengths, weaknesses, concerns and capabilities.
- **Learn new skills:** Boosting your capability is a great way to build your confidence in your ability to lead. Taking opportunities that allow you to learn leadership skills gives you the ability to influence others and work better in teams.
- **Step out of your comfort zone:** Get yourself in unfamiliar territory. It is the quickest way to have to think on the spot and teach yourself. When you have no one to rely on but yourself in order to complete a task or action, your need to research and be bold is developed despite any uncertainties. You will be taking responsibility for everything that you do. This can be achieved by doing things such as volunteering to manage a project in an area you don't know much about or even travelling and exploring different cultures.
- **Go the extra mile:** It's as easy as it sounds. Do more than what is expected. This can include anything from making a head start on projects which you know won't start until later or offering your support more to those that you feel could use it. In the long run, doing this develops your hard-working ethic and most importantly, you're drive to go above and beyond.
- **LEAD:** Simply put, just lead! Get involved in activities that put you in a position to do so, whether you want to apply for a leadership job role or be the leader of a group project.

What Makes You a Leader? You might not know that you have already developed leadership skills or that others may see you as a leader. The above list is just some of the many traits that make you a good leader: How to Develop Leadership Skills? Working in an IT company makes it extremely important to keep up with the latest technical certifications and training to keep our relevancy in the marketplace. However, as you continue pursuing your professional development I cannot emphasize the importance of taking classes, reading, and learning about interpersonal skills which includes those 'leadership skills' discussed above. Working on your interpersonal skills will go a long way in preparing you for that 'next big leadership role,' which I guarantee will happen at TekSynap. David and Kam always encourage career growth, education and employees who decide they are ready for leadership.

--Sheila Andahazy



Re-investigations

All DOD-cleared personnel must undergo periodic re-investigations to ensure they are still fit to serve in their role. TekSynap security runs monthly reports to ensure all employees' clearances are kept active. Top Secret clearances require a re-investigation every 6 years, while Secret clearances are every 10 years.

To mitigate backlog at the National Background Investigations Bureau, OPM introduced Continuous Evaluation (CE) in June 2018. Each new re-investigation request is screened using a risk management approach that permits deferral of re-investigations where screening results are favorable and mitigation activities are in place, and enrolls the individual into Continuous Evaluation. As a result, the subject's investigation is stopped in JPAS and the subject is enrolled in CE.

The TekSynap security team will receive the notification and share with both the individual and their manager. The individual's clearance will remain active while in CE.

For any questions regarding the re-investigation process, please contact security@teksynap.com.

Kings Dominion & Soak City

IT'S **AMAZING** IN HERE

KUDOS

TeShayla Pierce-Jackson was recognized by the Air Force Research Lab for her outstanding effort and professionalism which increase productivity and efficiency throughout the program.



DTRA ITSS recognized two TekSynap team members as Employees of the Month. **Dwayne Foreman** was the March winner for his efforts to go out of his way to ensure team success. **Arland (Marty) Smith** won in May for going the extra mile to while covering for vacancies in the Service Desk.

Our **SNCC - Compute and Storage Team** were thanked for their outstanding coordination and support during the recent Server Reboot.

If you have someone you would like to thank or recognize, email your message to the news@teksynap.com.

It's a Boy!

Scott and Molly Teegarden (DLA ESS) welcomed their new son Sam Franklin on June 3rd. Sam was born a healthy 10 lbs and 5 oz.



**EMPLOYEE
DISCOUNT**

Phishing Awareness/Foreign Communications

Did you know that as corporate clients of AT&T, our employees can apply for an 8% discount on their personal AT&T lines by going



There have been multiple phishing attempts coming from an imposter using the name Kamran Jinnah, David Gaulfeldt, Tina Wan and other company leaders. If you receive an email request from Kam, David, or anyone requesting you make any type of financial transaction on their behalf, simply don't do it. A few tips to confirm that it is a phishing scam include, checking the email address to ensure it's from @teksynap.com, the sender asking for your cell phone number and/or telling you how they will repay you for the expense.

If you receive a phishing attempt via email or text, please forward it to Quality@teksynap.com with the subject line "Security Threat."

In conjunction with the concerns above, we will be blocking foreign domains from which we've seen significant phishing attempts. If you have an associate or customer in a particular country, please contact the IT department to whitelist at support@teksynap.com.

Community Impact

This spring TekSynap sponsored the Annandale North Springfield Little League. Congratulations to the **Prince-Patterson and Wisneski** families and their teams for a great season and best of luck to them in the upcoming tournaments! Go Team!



Employee Anniversaries

5 Years

Jeffrey Beyer

2 Year

Robert Yohn
Deric Wilson
Huston Foster
Keith Pressel
Ruben Hormostay
Creighton Gustafson
Cynthia Shawd

1 Year

Jessie Ragsdale
Jonathan Brinkman
Levi Bickel
Jesse Grider

Welcome New Employees!

Robert Harris
Ralph Egbert
Tanger Washington
Shawn Morgan
Steven Romans
William Updyke
Samuel Martens
Rolan Tuazon
Joshua Tudor
Malik Kelly-Barnes
Richard Smith
Rachel Bates



discount on their personal AT&T lines by going [here](#) and entering your TekSynap email address. Once prompted enter discount code: 4831037. Email [Adam Thomas](mailto:Adam.Thomas@tek.com) if you have questions.

REFER A FRIEND

AND BE REWARDED



DLA JETS

Network Engineer, New Cumberland, PA
Computer Operator, New Cumberland, PA
Sr. Network Engineer, Dayton, OH
Virtual Platform Administrator, Tracy, CA
IT Support Specialist, Various Locations

DTRA

Splunk Engineer Lead - Fort Belvoir, VA
Junior Splunk Engineer - Fort Belvoir, VA
Systems Administration - Reston, VA

AFNCR

Helpdesk Specialist - JB Andrews, MD
Operations Center Lead - JB Andrews, MD

50 SCS

Technical Controller - Colorado Spring, CO

Kirtland

Client Support Technician - Albuquerque, NM
Helpdesk Technician - Albuquerque, NM

NRC-SNCC (Rockville, MD)

ICAM SME II

JSP

AV/VTC Junior (Secret Clearance), Arlington, VA
AV/VTC Junior (Top Secret Clearance), Arlington, VA

Please email your referral resumes to:
careers@teksynap.com
or visit [TekSynap Careers](#)

We want to hear from you!

Send us your news -- babies, weddings, pets, trips and vacations, graduations, kudos to coworkers...

Send all submissions to the [Newsletter team](#).



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news and info!



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