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Programming Firm Practices Extreme Hiring: A Radical New Approach to Finding the Best Programmers

The traditional method for building software: meet with the client and determine the specifications, assign a team to build the software, come back months later to present the finished product. Unfortunately, this process can be inefficient and fraught with delays and budget overruns:

- Only 16% of all software products are completed on time and within budget
- 31% of software projects undertaken fail to reach completion
- The average cost overrun is 189%, and the average schedule overrun is 222%.



Ternary Software addresses the risks inherent in the traditional software development process. Using innovative 'Agile' Development Methodology, Ternary builds software in a whole new way:

- All the work is done in the U.S.A., with no "off-shoring" of programming work.
- Instead of generating lengthy and often inaccurate specifications before development, Ternary gets a prototype in clients' hands quickly -- usually in days. Then clients review work-in-progress software weekly, provide feedback to the development team, and adjust the direction of the project as needs become clearer.

Ternary specializes in helping start-up companies bring new software products to market quickly, because the fast and flexible approach of the 'Agile' programming methodology gives start-up companies a competitive edge. Ternary's team is able to develop and refine applications with lightning speed and within budget, delighting their customers and allowing them to stay far ahead of the competition.

The success of the 'Agile' programming method hinges on the Ternary team, and they have built this team using a novel approach to hiring programmers. At Ternary, resume submission is not an important part of the screening process; job candidates answer a series of free form "about me" questions, designed to uncover the individual's personality, talent, intelligence, and passion for software development. After a phone interview and submitting code samples, finalists are brought to the Exton headquarters for a day or more of team coding exercises and a social outing, designed to give applicants a thorough understanding of Ternary's unique team and culture.

"The best programmers have much more than experience – they have talent, intelligence, and passion. For them, programming is a craft, not a

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job. Traditional approaches to hiring won't reliably find these individuals. The experience shown in a resume rarely translates to actual skill, and it never shows talent, potential, or personality. Current interviewing techniques aren't much better – they often fail to truly identify real talent and cultural alignment,” states Brian Robertson, CEO of Ternary Software. “We’re looking for the right mix of ability, attitude, intelligence, and personality. Our most successful employees are collaborative rather than competitive. Our hiring process is designed to reveal a person’s true nature. Candidates’ ability to quickly function as a cohesive team tells us a lot about how they’ll fit into our culture and go the extra mile to please our clients. In some cases, candidates have exhibited such strong teamwork during the hiring screening process that we’ve hired several people at once to keep the new group working together.”

This inventive approach to hiring, developing software, and delighting the client is getting results: Ternary Software was recently named #30 to the "Philadelphia 100" list of the Region's fastest growing companies, with a 186% 3-year growth rate. Additionally, Brian Robertson has been chosen to address the Software Development Best Practices Conference and Expo 2005 at the Hynes Convention Center, Boston, MA on September 28 on the subject of Extreme Hiring. Now in its third year, SD Best Practices offers practical skills on how to incorporate best practices, quality, design and proven management techniques into software applications.

Ternary Software, a pioneer in collaborative software development, is headquartered in Exton, PA. For more information on Ternary Software please contact Wade Lee, Director of Sales at Ternary Software at 610-594 8914 x220 or visit www.ternarysoftware.com.

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