



Staffing, Seminars, Salaries, Spreadsheets and Stars

Shortage of Skilled Staff

The recent Auckland Chamber of Commerce survey on business prospects identified difficulties in recruiting staff as one of the key factors that have contributed to the drop in business confidence. In the recruitment world this is known as a "candidate short market". This is a challenge that De Winter International is well positioned to meet with its strong candidate brand and international connections. De Winter is committed to discovering talented IT people for its clients and going the extra mile to ensure that clients business objectives and candidates career aspirations are aligned.

Five of the remarkable people (Stars) we have currently available are profiled at the end of this newsletter.

Other services that De Winter provides are introduced below.

Building A Better Business Case

Business cases prepared well are powerful tools. If you have been faced with having a business case declined and you are not sure why, spending a couple of days at a Seminar and Workshop led by Dr Marty Schmidt of Solution Matrix Ltd will be a good investment.

Following our successful pilot Seminars in March, we have invited Marty back in August.

Marty has developed an eight-step approach that allows you to build a business case with confidence: These steps are:

1. A clear statement of the **business objectives** addressed by the subject of the case.
2. The involvement of a "**core team**" of users, financial managers, human resource experts and high-level executives as a **reference group**.
3. A complete **cash flow statement** showing the projected cash inflows and outflows from each scenario's cost and benefit analysis.
4. **Financial metrics** to support the purpose of the case, including "return on investment", net present value, payback analysis, etc.
5. An easily understood, **comprehensive cost model**, to show clearly which cost items were included, which were not, and why. The cost model also establishes clearly that alternative scenarios were compared fairly.
6. A complete **benefits rationale** validated with your stakeholders and agreed with your core team. This rationale provides the basis for assigning value to benefits, and links the action to business objectives.
7. A **risk and sensitivity analysis** based on testing the business case assumptions that lets you explain, with confidence, which assumptions are important in driving business case results.
8. **Recommendations and conclusions** based on projected results, risk, and sensitivity analysis.

Who should attend?

Managers, analysts, sales people, consultants or anyone who builds or uses the case.

Registration

You are invited to register for the "Building the Business Case" Seminars and Workshops led by Dr Marty Schmidt of Solutions Matrix Ltd - Boston.

The Seminars will be held in Auckland (August 16/17) and Wellington (August 19/20). For registration details: <http://www.dewinter.co.nz>

Salary Survey

In the current competitive business environment it is becoming increasingly important for employers to ensure that they are paying employees appropriately.

In recognizing this De Winter International has been working with New Zealand Software Association to facilitate a salary survey for the Association members and the IT sector.

Agreement has been reached with Cubiks, an international specialist HR and remuneration consulting company, to outsource the collection, processing and reporting of the salary information using Cubiks online survey services. The survey will be managed by Cubiks' New Zealand distributor - McBride HR.

By joining forces, the New Zealand Software Association and Cubiks will be able to produce a single consolidated survey that will serve all employers employing IT staff. The New Zealand Software Association has agreed to make the survey available to both members and non-members.

The key features of the Survey will be:

- Survey participants will have access to information on specialist positions
- In the future the survey will be the reference point for IT sector salary information
- Survey participants will have access to salary data online
- Survey participants will be able to generate detailed reports direct from the data
- The database will have salary data for some 30 positions
- All data will be updated annually

For further information see [Salary Survey](#) or contact jeff@dewinter.co.nz

Silver Anniversary for the Spreadsheet

The spreadsheet has just celebrated its silver anniversary. The beginning was in 1978, when a Harvard Business School student, Daniel Bricklin, become annoyed with tedious calculations he had to do over and over again for classes in operations research and other quantitative methods. Bricklin had heard that real life problems in the corporate world were sometimes tackled on grid-covered blackboards, stretching across walls in a large room, and this may have been inspiration for an interactive, visible calculator. Bricklin, Bob Frankston, and Daniel Fylstra, brought the idea to market late that year as **VisiCalc**.

A few years later, Mitch Kapor's **Lotus 1-2-3** came along with spreadsheet improvements and immediately became the "killer app" for the newly launched IBM PC. VisiCalc disappeared in 1985, about the same time that Bill Gates brought out a spreadsheet that took advantage of the graphical user interface on the Apple MacIntosh: **Microsoft Excel**.

Excel was ready and waiting when Windows 3.0 for the PC came along in 1989. To compress a lot of spreadsheet background into a small place, to pass over some interesting legal battles, and to omit mention of a market that was intensely but briefly competitive--the rest is history.

Excel now has an estimated 90% or more of the spreadsheet market.

Five Shining Stars from our Talent Pool

TOP SHELF PROJECT/PROGRAMME MANAGER with 9 years Consulting experience in UK and Ireland and extensive experience implementing Call Centres and Large CRM Systems. Engineering qualified professional with successful track record as a Business Change, Technical Delivery and Solutions Delivery Manager who excels in project turnarounds. NZ connections. rosemary@dewinter.co.nz

CEO/GENERAL MANAGER adept at commercialising technology. Ideal candidate for small to medium sized company. Finance and Business development focus with software application development experience backed by Management Studies degree and Masters in Business Administration. rosemary@dewinter.co.nz

SERVICE DELIVERY MANAGER - OUTSOURCING SERVICES This senior candidate's CV reads like a "Whose Who" of Tier 1 Outsourcing and Services organisations. Skilled in the development, costing, and management of complex outsourcing agreements, he can work equally effectively for either the provider or client organisation. With a background in Accounting and Project Management, he moved into Management Consultancy roles before assuming his first Services Management position over ten years ago. ken@dewinter.co.nz

SUPPLY CHAIN CONSULTANT This candidate draws on his unique knowledge and experience to produce extraordinary results in customer service levels and supply chain efficiencies. 20 years project management experience with hands on experience in the complete Supply Chain from manufacturing to sales. Qualifications include degrees in Mechanical Engineering, Operations and Production Management. jeff@dewinter.co.nz

BUSINESS AND IT STRATEGY CONSULTANT / PROJECT DIRECTOR

New Zealand and overseas consultancy experience with one of the BIG international CA firms. Extensive strategy, management (Project, Business and IT) and consulting experience. An array of business sector experience which includes: Finance, Transportation, ERP and Supply Chain, BI and Data warehousing, CRM, Insurance, Energy, Consumer Products, Process Re-Engineering Business Development Capability, Strategic Business and IT expertise from SME's to large Corporates. Qualifications include BSc./BCom. peter@dewinter.co.nz

For further information please call 0800 DE WINTER

...discovering remarkable people for remarkable clients