2018 Leadership Award Nominees

5 Key Technology Trends
Transparency – A Cure for the “IT Black Hole”

By: John Huelsman, Hobart Service

If you’re in the IT field, you may have heard the phrase, “IT Black Hole”. A Black Hole is defined as a region of space having a gravitational field so intense that no matter or radiation can escape. Or more informally, a place where people or things, especially money, disappear without trace. Used in the IT industry, it’s where requests for IT assistance go - never to be seen or heard about again. Similarly, perhaps your IT team is known as the “Business Prevention Department” or The Department of “NO”. IT leadership can sometimes be out-of-touch with the business. Conversely, business leadership sometimes doesn’t know what IT is working on or why. This can lead to an expectations chasm between business leadership and IT leadership. A strategy for IT leaders to help combat this chasm can be transparency.

Transparency’s literal definition is - having the property of transmitting light without appreciable scattering so that bodies lying beyond are seen clearly. Within business, transparency is characterized by visibility or accessibility of information especially concerning business practices.

Transparency between business and IT leadership can help improve the IT black hole situation and breakdown barriers that may be preventing the IT team from achieving the expectations of the business. Here are some tactics to help embrace a transparency strategy.

Engage:
Forge a partnership with business leadership peers. Meet with business leaders regularly. Take the time to get to know what’s important to them. What are they trying to accomplish within their functional area(s)? Not just in terms of what they want from IT, but in terms of what their short and long-term goals are. At the same time, let them know what IT’s goals are. This helps improve the personal relationships and aligns goals as well.

Communicate:
This simple tactic can not be overstated. Internal IT customers want to know the status of their requests and projects. It’s important that they understand what’s going on. Provide an easy way for your customers to see or visualize the status of their enhancement requests or projects. Share or post status information and keep it updated and readily available.

Involve:
Often the business isn’t aware of what IT is working on, but even more importantly it doesn’t know WHY IT is working on something. In the continuing spirit of transparency, involving business leadership in IT projects and enhancement requests prioritization helps the business understand not only what is being worked on, but why it’s being worked on. Steering committees are a vehicle that can be used to facilitate the prioritization of work categories within IT. A Project Steering Committee and/or an IT Enhancement Steering Committee can assist IT with evaluating, discussing, and ultimately deciding the priorities of projects and enhancements. Steering committees help foster a healthier business partnership.

Deliver:
•Create a culture of accountability within your IT team. Do what you say you are going to do. Once the IT team starts meeting commitments and realizes some quick wins, this generates a lot of good will and helps to build trust in the process changes being implemented within IT.

Transparency and the tactics associated with it aren’t new ideas and certainly aren’t complicated to implement by any means. They are relatively simple changes, but they can lead to improved respect for the IT team within the organization. Sometimes it’s the basic blocking and tackling of leadership that can result in the biggest gains for the organization.
2018 OISC

The 15th Annual Ohio Information Security Conference was, once again, a success! A big “Thank You” to all our attendees, speakers, exhibitors, and of course, our sponsors.

David Brumley, PhD, addressed our attendees on “The Future of Cyber-autonomy” as our OISC 2018 Breakfast Keynote. David is the CEO of ForAllSecure and a Professor at Carnegie Mellon University.

Bryan Hogan of Afidence Moderated a Wrap-Up CISO Panel this year at our Annual OISC. Thank you to our Panelists for your insight!
- Brian Lawhorn, VP and CISO at Kroger
- Lisa Heckler, CISO and VP, Information Security & Privacy, CareSource
- Gary Warzala, CISO, Fifth Third Bank

David Lavinder spoke about “An Attacker’s Perspective” as our OISC 2018 Lunch Keynote and left our attendees with their jaws on the floor! Dave is the Chief Technologist at Booz | Allen | Hamilton.

Upcoming Events

Register today at: www.technologyfirst.org

Quarterly Tech Forum

Today’s Transformation will lead to Tomorrow’s Success

Featuring: VMware Principal Strategist, Neil Mansukhani

Thursday, April 19th
11:30 – 1:00
Presidential Banquet Center and Kohler Hall
4572 Presidential Way, Kettering, OH 45429

Data Analytics Special Interest Group

Open to professionals working in predictive/prescriptive analytics, business intelligence and database management for their company. The sessions offer a facilitated, collaborative discussion on a topic of interest to the group.

“WSU Student Capstone Panel”

Friday, April 20th
8:30-10:00am
The Entrepreneur’s Center
714 E. Monument Ave, Dayton, OH 45402

Infrastructure/Cloud Special Interest Group

Vendor-free forum and facilitated discussion where fellow IT managers and staff can share their experiences, questions, concerns, and resolutions to common business and technical situations within information technology.

“IT Incident Response Planning”

Friday, May 18th
11:30-1:00 pm
Business Solutions Center
1435 Cincinnati Street, Suite 300, Dayton, Ohio 45417

Data Analytics Special Interest Group

“Toolkits and Methods for handling unstructured and semi-structured Data”

Friday, May 18th
8:30-10:00 am
Business Solutions Center
1435 Cincinnati Street, Suite 300, Dayton, Ohio 45417

Women 4 Technology

“Harassment in the Workplace”

Facilitated By: Lindsay Wight, Director, Office of Equity and Inclusion Wright State University

Wednesday, May 23, 3:00pm - 5:00pm
TBD
Embracing innovation is a key element to developing a competitive advantage and establishing a foundation for long-term success. As we begin a new year, many technology solutions are emerging that can provide several direct benefits to your organization, including enhanced business insight, stronger strategic planning and greater overall efficiency. Below, we examine five of these key strategies that you can monitor and leverage to enhance operations and ultimately increase profitability.

While technology moves quickly, the five trends that we detailed last year are still extremely relevant for middle market organizations. Generally, businesses that have leveraged these trends have gained greater productivity and visibility, but opportunities still remain to refine those key processes.

In addition to those strategies, we recommend evaluating the following technology strategies for 2018:

1. Having digital capable leaders

Many companies can envision becoming digital organizations, but the velocity of that transition sometimes does not happen as quickly as they anticipated. In many cases, delays are due to poor leadership. In those situations, it may be time for a gut check, because doing nothing is the biggest risk for many companies, and could result in competitors developing more extensive and functional digital strategies.

Companies need people capable of driving digital strategies forward. Often, companies may have great people with skills to manage a digital initiative already within the organization, but in different roles. How your company is organized is important, and a reset may be required to leverage the right digital skills and feel confident that your people are capable of implementing an effective digital strategy.

In addition, with the rapid technology changes and options in the market, your digital leadership must not be overly dependent on any one specific platform. You should have an agile digital framework, because you will have different demands at different times, and you will need a diverse number of skill sets. In fact, a recent RSM and CFO.com survey found that chief financial officers are implementing information technology outsourcing strategies, not necessarily because of lower costs, but for access to more capabilities.

2. Taking the reins on data and analytics

In the past, only executives required data to navigate the business, but today many employees have a thirst for information to run their departments and drive decision-making. Unfortunately, key data often comes from several sources within your business, and won't yield the proper amount of insight without a defined data strategy. An effective data and analytics function will result in clean data, provide a single version of the truth and ensure that the right information is directed to the leaders who need it.

Just like human resources, every company needs a healthy data and analytics function. Many organizations collect data, but they do not necessarily learn from it. Your data strategy should constantly evolve so you gain new and valuable insights from your information.

Another critical element to your data strategy involves specifically defining who drives the data and analytics function. Some companies utilize shared leadership for data and analytics, but that structure can lead to siloed, nonintegrated data sources. Clear leadership is a more effective strategy to develop a cohesive data framework for more effective decision-making.

(continued on page 5)
3. Growing confidence in the cloud

Not too long ago, middle market companies were generally apprehensive about moving systems and applications to the cloud. However, now those same companies are trying to figure out how many applications can transition to the cloud and how quickly it can be done.

Middle market companies have developed confidence in the cloud and how it can effectively deliver the architecture needed to operate the business. It’s time for your organization to determine whether you can transition on-premise technology to the cloud, or expand your cloud strategy to gain even greater efficiency, security and flexibility. In addition, the cloud reduces the time and costs for maintenance, enabling your organization to focus internal resources on more strategic initiatives that drive success.

4. Continuing the quest for automation

While automation is not a new strategy, middle market companies are rapidly implementing more extensive automation platforms. It’s easy to see why automation is a key initiative for many organizations, with direct benefits, including cost savings, improved productivity and efficiency, and delivery of consistent, accurate data.

For example, robotic process automation (RPA) is a growing trend among middle market organizations, automating redundant or time-consuming tasks that do not necessarily require significant decision-making. In recent years, RPA solutions have become much more affordable, enabling companies to streamline key information, creating a single view of multiple data sources and transforming data into a more valuable resource.

5. Execute on your digital strategy

A recent Harvard Business Review survey of more than 400 CEOs found that executing on strategy was the number-one challenge facing them as leaders. Over two-thirds of those surveyed said they struggled to translate strategy into execution.

Over the past two to three years, companies have been experimenting with digital technologies. With an ever-growing, wide range of options available, middle market companies are very excited about digital solutions and how they can help their company, but they hadn’t focused on strategy. However, now many companies have established a digital plan and are understanding how digital can have an impact.

Middle market companies are not thinking hypothetically anymore when it comes to digital investments. They have moved from theory to implementation, delivering on their digital road maps. Middle market organizations that embrace digital technology and have mature digital strategies are generally seeing the most success, increasing efficiency and insight, and strengthening overall business operations.
The Technology First Leadership Awards recognize the contributions of information technology students and professionals ensuring a vibrant Southwest Ohio IT community.

Recognizing Individuals and Teams exemplifying Technology First Values: Creating a community to share knowledge, grow business, and build for the future.

### Outstanding Technology Team

An IT department that has impacted the efficiency, productivity, and performance of their company.

**And the Nominees are:**
- Convenience Channel - Magnetic Mobile
- Dale Fayerweather and IT Team - Midmark
- Oracle R12 Order Management / Service Team - Midmark
- Team Insight - Speedway

### Best IT Services Company

An IT company that has increased its investment in the Dayton region through revenue, jobs, or capacity.

**And the Nominees are:**
- DataYard
- Expedient Technology Solutions
- Magnetic Mobile
- Smart Data Systems
- TEKsystems

### IT Executive of the Year

A senior level professional responsible for influencing progress and developing teams through leadership excellence.

**And the Nominees are:**
- James Alford, Director of Data Processing, Montgomery County Data Processing
- Tina Bustillo, CEO/President, PI-Tech, Inc.
- Alek Mezera, Director of Client Partnerships, DataYard
- Paul Militello, Vice President of IT, Magnetic Mobile
- Marcus Thompson, CEO, Expedient Technology Solutions, LLC
Emerging Technology Leader
An IT professional that has exhibited excellence and technical leadership within their organization.

And the Nominees are:
• Eric Mann, Lead Mobile Developer, Magnetic Mobile
• Steve Messer, Project Manager, Magnetic Mobile
• Jon Scruggs, Manager, IT Infrastructure and Support, Hobart Services

Most Promising Startup Company – New this year!
A technology startup that has shown great innovation and promise in the Dayton and SW Ohio region.

And the Nominees are:
• Battle Sight Technologies – Nick Ripplinger, Founder
• Celtein BioScience – Mike Jones, CEO
• Global Flyte, LLC – Tim Shaw, COO
• HumanIT Solutions, LLC – Mark Human, President/CEO
• saWyze – Chris Wimmer, President
• Spintech – Craig Jennings, President

Award of Excellence - Student Project
An IT college student or team that exhibited excellence while delivering a capstone project.

And the Nominees are:
• CareSource – University of Dayton
• CU Homecare/IoT Alternative for traditional assisted living - Cedarville
• Grid Sentry/Power Grid Health – Wright State University
• Leidos/Natural Gas Monitoring with UAV – Wright State University
• MiracleCorp Products – University of Dayton
• Whirlpool Corporation/Continuous Improvement Management System – University of Dayton
• Wright B Flyer – University of Dayton

Master of Information Systems
M.S. Logistics & Supply Chain Management
Unlock Your Career Potential with A Master’s Degree!

12-Month Program
1 Class at A Time
4 Weekends on Campus then All Online

Join us at the Taste Your Master’s event on Saturday, April 28, 2018.
Receive program information, enjoy a free lunch, meet current students, and observe a class. Event is Free.
To Register Click Eventbrite
Change is normal. Being part of the generation that grew up expecting an entire career would be spent with one company, I understand that change can often be hard to accept. I giggle sometimes thinking about my younger years and asking “What if things never changed? ” Would it be so bad if we all listened to music on 8 track tapes and played blackjack on our Tandy computers? Without a doubt, our lives, including the companies we work for, are ever-changing. I’ve learned over the years that change is better and actually a more natural-feeling than being in a repeated “Groundhog Day” cycle. So why does change seem so hard at work? I believe part of the difficulty business’ have with change is an emotional mindset of expecting a “status quo”, only to be surprised that business’ will have new ideas and continue to exhibit change. Just ask the local diner that lost to Starbucks, the favorite department store closing its doors to Amazon, or the iconic muscle car no longer manufactured as the world gives way to Hyperloop, Uber, or Tesla. Similarly, status quo at a company like yours can be the mindset that all job responsibilities, customer expectations, co-workers, and the office space will be the same as it was yesterday. A perfectly normal expectation since human emotions crave that status quo feeling, but is as realistic and silly as the expectation of me playing blackjack on the Tandy tonight when I get home.
So how do we cope with change being normal? We are all different but one great technique is to simply not be surprised by your company’s inevitable future. At Involta, we thrive on the thought that we are an amazing technology company in a dynamic space, solving problems customers don’t even know they have yet, with products we’ve yet to launch. Change is actually what makes us jump out of bed every day at Involta.

What got us here won’t get us there. Involta’s business over the last 10 years was built by serving secondary markets and standing by our brand Promise; Superior Infrastructure, Operational Excellence, and People Who Deliver. Will that brand promise work for another 10 years? Absolutely - but not when applied to the same set of markets, same customers, or doing work the same way. As a recent example, we have begun providing one of our largely managed services clients our same reliable services but in new ways, including more automation, new tools, and new processes. In addition, these client solution changes have helped Involta grow our enterprise platform using the most state-of-the-art hardware vendors allowing us to extend it to all of our customers. With the new ways of delivering our reliable services to our clients it has changed the way Involta does business and opening new doors for additional growth.

How can I do more, do better, and do differently? One of the largest challenges in a fast growing company is figuring out how everyone contributes. Each employee has unique skills, capabilities, and level of career ambition. Regardless of these factors or where in the organization a person works, it’s important for employees to understand their ability to contribute and empower them to do so. If everyone routinely asks these questions in their roles and is empowered to create change, the magic of continuous improvement is institutionalized. While the engagement and answers will be different for each employee, the satisfaction from approaching work in this entrepreneurial and empowered fashion is universal and contagious.

In summary, the future is bright for companies that are growing fast. As we do at Involta, stay positive and remind yourself: Change is normal. What got us here won’t get us there. How can I do more, do better, and do differently?

Our Data Analytics SIG met on February 23rd about “ETL and the Cloud.” Thank you Speedway for sharing your knowledge on this topic and a great discussion! At the next meeting in April, the DASIG meets with Wright State seniors to discuss their senior capstone projects.

Infrastructure/Cloud SIG met on February 23rd with University of Dayton’s Outstanding Technology Team (2017 Tech First Leadership Award Winners!) on “Building a Cyber-Mindful Culture.” UDit shared some awesome information about creating a more secure workplace that lead to topic generation for later this year such as Penetration Testing and Incident Response Planning. Next up, “SD-WAN” in April!
THANK YOU to our Academic Partners for another successful Digital Mixer!

Students and Employers filled the Apollo Room at Wright State University. Thanks to our Academic Partners’ Sponsorships, Companies are able to attend this night of networking at no charge!

Bright Smiles and Bright Futures! These four students arrived eager at the 2018 Digital Mixer!

A professional and enthusiastic student speaking to an Employer and Tech First Member, Dayton Metro Libraries about upcoming job opportunities.

Digital is not the flavor of the day. It's the essence of tomorrow.

Whether your project is practical or extreme, we have developers & designers who know technology and can boost your customer engagement.

CALL TODAY to get a free quote to bring that idea to life.
937.221.2700 or marsha.martin@taylordigital.io
www.taylordigital.io
Create A Video Training Center In Sharepoint

By: Rob Niles, Director of Sharepoint Services, Afidence

Training Center
Create a video training center. This will usually be under the IT site or as a separate top level site. This will act as a training portal for all users, but will not be limited to only SharePoint training resources. People learn differently, but the most popular training medium is videos. These can be reinforced with emails and blog posts.

Video Architecture
- Each video is approximately 2 to 4 minutes long depending on the subject matter. The purpose is for the viewer to receive instruction for one of the functions of SharePoint and then get back to work.
- Video content is reviewed prior to posting it on the Training Center site.
- A thumbnail is generated for each training video.
- An optional “This is what you are going to learn” section can also be included.
- Governance items should be integrated into the video where possible.

Suggested Videos
- General Navigation
- Setting an Alert
- Creating a Custom List
- Granting Permissions to a Site
- The SharePoint Ribbon
- How to Create a Column in a List/Library
- How to Upload a Document
- Co-Authoring Documents
- How to Connect a Calendar to Outlook
- Connect Task List to Outlook
- How to Search and Refine Searches
- How to Create an App
- Turning on Versioning
- How to Share or Invite Someone to a Site
- How to Share a Document with Someone
- Is Something Private or Public and How Do I Tell
- How to Add a Webpart to a Page
- How to Access OneDrive
- How to Sort a List or Library
- Task Rollup in Mysites
- The Sites Tab
- How to Follow Sites, Documents, etc.
- Filling Out Your Profile Information
- Creating a Document Library & Moving it to a Quick Launch Bar
The digital world is all about innovation, technology and connectivity, and one thing that transcends all three of these is energy. As one of the newest entrants to the ‘as-a-service’ business model, Energy-Savings-as-a-Service (ESaaS) is changing the relationship between organisations and their energy usage. What was once a necessary expense is now becoming another avenue for enterprises to streamline their operations, cut costs, reduce their carbon footprint while promoting environmental sustainability of their business - all at the same time.

Why Energy Savings as a Service
Technology has led to the creation of a multitude of new solutions for the world, but this has come at a cost. Today energy consumption is at the highest it has ever been, and is expected to increase over the coming years as emerging markets mature and industries grow. However, these factors have prompted innovators, businesses and governments to seek new solutions and models to drive down costs of adoption and increase the incentives for businesses to be greener.

The truth is, many organisations simply don’t have the time, knowledge or resource to take those first big steps into changing a fundamental element of their operations – which is why ESaaS is such an attractive proposition. By shifting the burden of energy efficiency away to a trusted partner, enterprises can improve their energy consumption and be ready for a more sustainable future.

As well as curbing business’ operational costs, ESaaS enables energy infrastructure to become a value driver. Using the capabilities of IoT devices, artificial intelligence and other connected technologies, businesses will be able to gather masses of data in real time, giving them a better look at their energy consumption, and where improvements can be made.

ESaaS requires a partnership approach between an enterprise and the energy partner in question. This begins with an overall assessment of the organisation’s existing power requirements, starting with conducting energy audits, then delivering wide-ranging assessment reports that outline projected KPIs as well as potential energy savings. The reports comprise a series of recommendations for optimising the performance, capacity, availability and efficiency of critical infrastructure, ultimately increasing energy savings. Importantly, ESaaS requires no capital expenditure (CAPEX) from the customer. This insight and analytics driven approach will ensure Vertiv delivers not only innovative technologies and energy savings to businesses, but will also help businesses reduce operational expenditure (OPEX) and meet commitments to environmental sustainability.
**WHO’S HIRING?**

Below are some of the cutting-edge companies hiring!

Select “Find A Job” on Employment Tab at www.technologyfirst.org

- Shumsky
- Segue Technologies
- Taylor Communications
- Shook Construction
- Montgomery County BCCIT
- Speedway
- University of Dayton
- Quanexus
- Community Blood Center

Technology First’s website has 20 open positions… and adding more each day!

---

**TECHNOLOGY FIRST BOARD OF DIRECTORS**

<table>
<thead>
<tr>
<th>Marcia Albers</th>
<th>Tim Ewart</th>
<th>John Huelsman</th>
<th>Paul Moorman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>Technical Director, Air, Space and Cyberspace Directorate, HQ Air Force Command WPAFB</td>
<td>Director of Business Support Solutions Hobart</td>
<td>IT Strategist Catalyst Paper</td>
</tr>
<tr>
<td>Technology First</td>
<td>Pat Garland</td>
<td>Tim Hull</td>
<td>Shu Schiller</td>
</tr>
<tr>
<td>Diana Bolden</td>
<td>Vice President, IT CareSource</td>
<td>Director, Bitstorm Connect Think Patented</td>
<td>Associate Professor and Chair Information Systems and Operations Management Wright State University</td>
</tr>
<tr>
<td>Former CIO Teradata</td>
<td>Treg Gilstorf</td>
<td>Scott McCollum</td>
<td>Thomas Skill</td>
</tr>
<tr>
<td>Jim Bradley - CHAIR Global IT Vice President Tecomet</td>
<td>Senior Director of IT Yaskawa Motoman</td>
<td>Chief Information Officer Sinclair Community College</td>
<td>Associate Provost &amp; CIO University of Dayton</td>
</tr>
<tr>
<td>Gary Codeluppi</td>
<td>Gary Ginter</td>
<td>Monique McGlinch</td>
<td>Diana Tullio</td>
</tr>
<tr>
<td>Regional VP RDX Remote Dba Experts</td>
<td>System Vice President, CIO Premier Health</td>
<td>VP, Information Technology &amp; Proj Mgt Office MidMark</td>
<td>Business Technology Strategist Aileron</td>
</tr>
<tr>
<td>Doug Couch</td>
<td>Bryan J. Hogan</td>
<td>Dave Mezera</td>
<td>Jeff Van Fleet</td>
</tr>
<tr>
<td>Vice President, Information Technology Services Speedway</td>
<td>President / CEO AfidenceIT</td>
<td>President DataYard</td>
<td>President Lighthouse Technologies</td>
</tr>
</tbody>
</table>

Technology First would like to thank and recognize its Board of Directors. They provide input into the strategic direction of the organization and actively lead working committees that drive our programs and services.
Every year, CYBER CRIMES cost companies more than $500 BILLION.

Take control of your data security.

Applied Cybersecurity Training at Austin Landing

Focusing on the need for training in cybersecurity, intelligent systems and data analytics, Sinclair College's Cyber Technology Center at Austin Landing is designed to help prepare businesses to mitigate the threat of cyber crimes.

Business Intelligence • Analytics • Cloud
Cyber Physical Systems • Robotics
Health and Medical • Data Analytics
Smart Systems • Computer Forensics

workforce.sinclair.edu
937.512.2428

Sinclair Cyber Technology Center at Austin Landing
10100 Innovation Dr., Suite 310

SINCLAIR
CYBER TECHNOLOGY CENTER

workforce.sinclair.edu
Responsive website design and development

Storefronts and ecommerce

Database development and management

The best way to one.

Web hosting

info@bitstormconnect.com  |  937-353-2320

bitstormconnect.com