

LegacyNEXT Strategies



COMPANY OVERVIEW

LegacyNEXT Strategies is a private Ontario registered corporation. We are a boutique-consulting firm. We are experts in talent strategies related to the technology skills shortage. Our expertise is developed from more than thirty years experience in senior IT positions in corporations of all sizes, combined with a unique combination of technology management and operational experienced. We focus exclusively on providing clients with strategies to address the mainframe and technology skills gap.

OUR CULTURE

VISION

To eliminate the mainframe skills shortage problem for our clients.

MISSION

At LegacyNEXT Strategies we strive to grow our business with honesty, integrity and a passion for helping our clients close the technology skills gap with innovative strategies and practical tactics.

VALUES

- Be a **great place** to work...
- Act with **integrity, transparency** and **honesty**...
- Demonstrate a **fanatical passion** for our work!
- Be **adventurous, creative** and **open-minded**...
- Don't take our-selves too seriously – **have fun!**
- Treat everyone with **respect** and **support diversity**...
- Make **work-life balance** and **family** a priority...
- Give Sustainably. Give Responsibly...
- Be **performance** driven...
- Think Deeply, Learn, Educate, Innovate.

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CORPORATE SOCIAL RESPONSIBILITY

We care about the communities in which we work and promote giving back and volunteerism as core values of the company. We actively encourage employee involvement in non-profit causes and service projects. Employees can receive paid time off for volunteer activities. We believe in using resources efficiently and supporting Green IT initiatives such as power saving and recycling.

THE PROBLEM WE SOLVE

You have decided to *'Stay-the-Course'* with your mainframe systems. Your longtime and dedicated staffs are starting to retire. They take with them the knowledge of your critical applications and the 'secret sauce' of your mainframe environment. On top of this, it's taking longer to recruit for open positions and few schools are offering the mainframe skills you need. This situation puts your business at *'risk'*. We provide a Mainframe Talent Shortage Master Plan that addresses all of the key issues and provides you with the tactics you need to be the employer of choice.

OUR OFFERING & WHY WE ARE UNIQUE

Our Advisory Services focuses on the development and delivery of a Mainframe Talent Shortage Master Plan (*also known as Succession or Continuity Plans*). Our plans are comprehensive and take a 360-degree approach to looking at every aspect of the problem and coming up with actionable tactics that put you back in control. We also offer a Fast-track Assessment, which is based upon completing a comprehensive electronic survey. Additional information on this upon is available upon request.

OUR APPROACH

Our strength is in strategy development and formulation. Our highly experienced consultants will lead the information gathering and analysis with 'client' professionals, and will spend considerable effort in this exercise to get the strategy and the recommendations just right.

We believe an active and participatory engagement is a fundamental component of our approach. We use a proprietary combination of web-based survey, workshop and individual interview methodology that has proved to be very efficient and effective in past projects. The content is refined and custom - tailored to each project to ensure alignment with the overall corporate objectives.

Client Budgets and Accountability

We treat our client budgets as prudently as our own, and strive to have every project on time and on or under budget. We have structured, detailed oriented time tracking, monitoring of statement of work and scope management. We understand your need for a solution that takes best advantage of your budget and we strive to provide you with options that allow you to use, refine or expand what is already in place rather than reinvent the wheel.

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Commitment to Client Confidentiality and Information Security

We are very disciplined in our document/archiving of working files during client engagements. Information is centrally and securely stored. This enables us to easily continue working with an alternate professional if and when required.

Project Progress Reports

We have standard templates and tools to provide progress reports at the tactical, management and strategic levels. We normally provide a project update on the 15th and end of the month outlining major accomplishments completed, those planned for the upcoming timeframe and outlining any concerns or issues that need to be discussed and resolved.

Facilitation Skills and Expertise

The LegacyNEXT team has extensive experience in all key success areas required to develop and manage the Mainframe Plan. This includes facilitation of focus groups and meetings, survey design and administration, project management, benchmarking, strong interpersonal, written and verbal communication skills, and creativity.

Meeting and Exceeding Client Expectations

At LegacyNEXT, we understand your needs and will have a laser focus on ensuring they are met. Our proposals are based on solid knowledge of the ICT environments, culture and technologies, proven project methodology and effective project management process that has been used and refined to deliver high-quality client-centric solutions, on time and on budget.

Our Framework

We have developed a five-point framework, which covers all key aspects of the mainframe skills shortage. It will provide you with the options you need to incorporate the recommendations into your environment and innovate and customize them as you grow and change in the future.



General Project Approach

Key elements of our project approach are outlined below. These elements will be discussed and agreed upon with the client at the beginning of the project as well as throughout the course of the project as to depth, scope and emphasis.

We believe each element requires joint collaboration with the client to ensure the approach will yield the anticipated deliverables.

LegacyNEXT Strategies

- (0) Project Launch, Management, Coordination and archival
- (1) Current Environment Risk Assessment
- (2) Complete Best Practices Benchmark Comparisons (optional)
- (3) Information Gathering Interviews, Group Sessions, Web Survey
- (4) Review information, interviews, prepare interim observations of current state (if applicable)
- (6) Develop future Mainframe Talent Strategy, Vision & Key priorities
- (7) Develop Preliminary Draft Plan for review
- (8) Preliminary Plan comments Edited and Approved
- (9) Final Master Plan delivered (presentation of analysis and recommendations)

HOW LegacyNEXT CAN HELP SOLVE 'CLIENT' PROBLEMS

You need to get more done faster – LegacyNEXT can provide you with a plan that allows hiring managers to focus on the work and not on looking for candidates

You need to meet your quarterly target – With a plan in place your people can concentrate on quarter end functions and you are not left explaining why reports and critical information are not available because key mainframe staff have retired with critical knowledge in their heads.

WHY LegacyNEXT?

We believe that LegacyNEXT is uniquely qualified to work with you for the following reasons:

- We are fanatical about what we do!
- We have researched the mainframe skills shortage issue and can provide realistic recommendations and tactics;
- Our unique combination of experienced in leading ITC environments;
- Our ability to organize, facilitate and analyze information to provide you with the best possible solutions;