A DECADE IN THE LIFE OF
VERSION 1

VERSION 1

As we celebrate
10 years as a great place
to work, some of our
employees share their
memories of the past
decade in the company.

Best Workplaces™

Great Place To Work®

IRELAND 2021

Table of Contents

Introduction

Foreword from our CEO, Tom O'Connor

2021 is a special year for us at Version 1. This year marks our 25th year as a company and our tenth year as an official Great Place to Work, and that's no mean feat. It's fantastic to see our consistent commitment to empowering our employees recognised in this way. Aside from the positive connotations that come with being recognised as a Great Place to Work in Ireland, the UK, Europe, in Technology, and for Women, we've also found that the audit and survey conducted as part of these awards have become a pillar of our internal improvement conversations year-on-year. It would be fair to say the Great Place to Work accolades are not simply awards – they also represent our own internal barometer for success annually and have had a massive role to play in driving **Strength in Balance**, our unique balanced operating model. Building an empowering culture gives our people fuel to drive Customer Success which results in Version 1 being a high-performing, financially strong organisation – a strength that enables us to continue invest in our Empowered People and deliver Customer Success year after year. Our greatest strength is balance across our customers, people and organisational strength; this is **The Version 1 Difference**. If you're looking for a workplace with a Difference – Version 1 is the place for you.

John Collins

Senior Customer Success Manager

> 66 If my peers ask me what I do in IT, I say: 'I help solve problems'.

Give us some background about yourself.
After graduating with a BSc from UCD, I went to Trinity College Dublin to do a course in 'Advanced Computer Programming' in the evenings. I got a job in the computer lab there programming the library system and subsequently the student accommodation system. Afterwards, I went to First Active and then had a hare-brained idea to go into business on my own and so, for the next 11 years I earned a living as an IT consultant, trainer, product developer and whatever paid the bills. It was exciting and nerve racking, especially when our twins arrived in 1998 bringing us to a family of six to take care of. Obviously, over this time the enterprise grew but ultimately it was important to reduce the risk factor. I looked around at potential opportunities and came across Version 1. Through swings and roundabouts, Tom O' Connor hired me as a Consultant into the fledgling Financial Services Team.

How has your career changed over the last decade?
Over the years I've been in a number of roles including sales, marketing, service delivery, internal and external training, change management and finally my current role is in Customer Success. I could be described as a "Jack of all trades and a Master of none!". However, I think that my experience allows me to really understand the types of business challenges that our customers face and how technology (and excellent people) can overcome these challenges while driving added value. In this role I can bring all my experience to bear on ensuring that we deliver excellence to our customers. It's probably the one that I most enjoy as I work very closely with both our customers and my delivery colleagues. Technology has advanced so far now that the key learning is understanding that the days of 'tech-speak' are long gone. Everyone in IT needs to be able to understand business principles and use a language that non-technical people understand. It is all about solving a problem and adding value. The technology is just a means to an end. Now, if my peers ask me what I do in IT I say 'I help solve problems'.

What stands out as one of your proudest professional moments over the past 10 years?
I think that all of our Technical, Partner and HR certifications and accolades are truly reflective of Version 1 and our people. Being part of that makes me proud.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
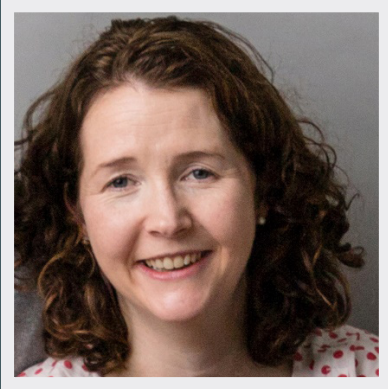Invest in yourself. Serve others. Use your time wisely. Play a sport. Enjoy and cherish what you have. Do not take yourself too seriously. Other people have their own struggles. Life is short.

Describe the last decade of work for you in 5 words or less.
Hectic. Fulfilling. Stressful. Rewarding. Pride. As an ol' lad I'm also looking forward to the next 10!

Maeve Loughnane

Portfolio Director

> **❝** If you are amenable to change, opportunities will open for you.

What role did you start in, and what role are you in now?
I studied Mechanical Engineering in college, completed a Computer Science Masters directly after it and have worked in IT ever since. I started in Version 1 in 2010 as a Java Developer onsite with a customer in Dublin and I am now a Portfolio Director in the Data Analytics practice.

How has your career changed over the last decade?
My career has changed quite significantly over the last 10 years. I have worked with many different customers and in 2019 I moved between practices in Version 1 from Digital to Data. I spent 6 years with the one customer which can seem like a long time in this industry, but within that customer I changed role and projects several times and progressed my career there. Two years ago, I moved into the Portfolio Director role, and in that role, I am responsible for multiple projects across many customers and work with a great group of people.

What stands out as one of your proudest professional moments over the past 10 years?
Two projects that I managed received Version 1 Excellence awards. These were proud moments as they recognised the hard work, commitment and excellence put in by myself and my teams.

What personal milestones have you celebrated during this time?
I always liked to have a challenge or an unusual holiday to plan for. I climbed Mt. Kilimanjaro and Mt. Cotopaxi in Ecuador, hiked the Irish Four Peaks in one weekend for charity, completed an Olympic triathlon and had some great holidays all over Asia, Australia and US. I also married and had two children during this time.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
If you focus on your current job with excellence and drive and are amenable to change, opportunities will open for you.

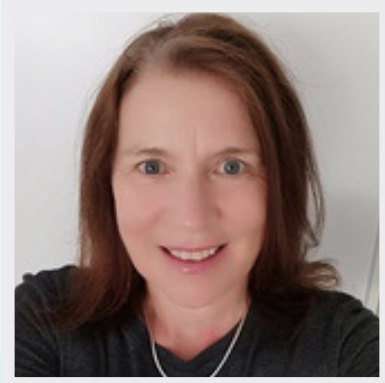**What do you think makes Version 1 a Great Place to Work?**
The people absolutely - I have met and worked with wonderful Version 1 colleagues and with great customers. Also, the flexibility that the company gives. I work a four-day week which for me is the right balance between work and home life and with Version 1 this has not impacted my career growth.

Describe the last decade of work for you in 5 words or less.
Busy, challenging, enjoyable and fast-paced.

Bridin McCrea

Head of ERP Managed Services Ireland

> 66 I have always known the people around me have my back and I have theirs.

What role did you start in, and what role are you in now?
My journey in Version 1 started in January 2000 as an Oracle DBA Consultant. I was employee number 16, I believe. Back then most of the customer engagements were on-site in a consultancy, advisory capacity. In my first year most of my time was spent onsite at a major public sector client supporting the implementation of a JDE finance system. In 2006 I took a break from Version 1 returning in Dec 2010 as Senior Oracle DBA working remotely 3 days a week. Over the past 10 years I have taken all of the opportunities presented to me, moving into the ERP Practice as Operations Manager, Projects Portfolio manager and I now head up the Ireland Managed Services team in ERP.

How has your career changed over the last decade?
As you can see from the above, I have moved out of the Oracle DBA consulting role, across practices through practice operations, project management and now heading up the Irish ERP Managed Services team. So, the past 10 years has seen a lot of change for me in terms of growth, roles, and responsibilities.

What stands out as one of your proudest professional moments over the past 10 years?
I am not sure I could pinpoint one moment, there have been many, from delivery of complex migration projects to being shortlisted for Excellence Awards 2 years in a row. Presently the improvements on the 3 sides of the triangle in ERP Ireland, due to the hard work and dedication of the excellent team I have, makes me honoured and proud to be heading up this great team.

What personal milestones have you celebrated during this time?
Over the past 10 years personally I have turned 50, beaten cancer, completed 2 marathons and adopted our second child.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
When the opportunities and challenges come trust yourself and grab them, you are better than you think. Learn from each stage and take these learnings with you to the next step in your career, and never be afraid to reach out and ask for help.

What do you think makes Version 1 a Great Place to Work?
It has always been the people; Version 1 employs great people. With great people you get a culture of camaraderie and cohesion, working as a team to one goal. I have always known the people around me have my back and I have theirs. As an organisation Version 1 invests in its people, encouraging growth and movement within, never pigeonholing but urging us to explore and work in different aspects of the business.

Describe the last decade of work for you in 5 words or less.
Diverse and a huge growth opportunity.

Tom Finnerty

Head of Utilities and Pharma

> **❝** What we do is all about the relationships we build.

What role did you start in, and what role are you in now?
I started as Managed Services Application manager with a team of 22 people, which expanded to 140+ over 9 years. In 2020 I took over the newly created role of Head of Utilities and Pharma.

How has your career changed over the last decade?
The company has gone from strength to strength, and it's only become busier over that time. The engagements we have undertaken have also become larger, and we've expanded into the UK. What hasn't changed over that time is the calibre of our consultants who have been the main ingredient to our success. From a career point of view, that means I've learned a huge amount while working in Version 1, I think I learn something new every day. I've come to realise that what we do is all about the relationships we build and the people we work with and while the metrics, the reporting, the processes and procedures and systems we have put in place are important, they are all peripheral to that.

What stands out as one of your proudest professional moments over the past 10 years?
I think winning a major public sector tender in the early days after first entering the UK market. Not only did we win it again the odds but we mobilised a big team to deliver it in only a matter of days. While it was a scary and touch-and-go at the time, it epitomised everything that's good about Version 1 to me, the fact that everyone asked committed to it 110%, no task was too big and no job was beneath anyone involved - it was just amazing to see.

What personal milestones have you celebrated during this time?
I got married, added two kids to the family, turned 50, moved to a new house for starters.

What do you think makes Version 1 a Great Place to Work?
Primarily the people, which I guess is the product of the culture and that hasn't happened by chance.

Describe the last decade of work for you in 5 words or less.
Exciting, enlightening and much too fast.

Anita Regucka-Fleming

Senior Applications Consultant

> 66 Don't hesitate to ask the more experienced team members "Why?", not only "What?" and "How?"

Give us some background about yourself.
I started my career in Version 1 in 2005 as Oracle Developer. In 2010 I was a Lead developer and Deployment Manager on an Oracle project. Now I am Principal Oracle Technical Consultant, I am leading a team of Oracle Developers in a significant project and I am a trusted advisor supporting the Business Users in designing new functionalities and improving existing processes.

How has your career changed over the last decade?
The biggest change for me probably came as result of joining the Version 1 team leading a major public sector project, where I took over the bigger team and got involved in delivery of several significant changes. Over those years I was also actively involved in CSR programmes, promoting Community Trust, and designing and implementing its sister initiative – Community First.

What stands out as one of your proudest professional moments over the past 10 years?
My team received a Version 1 Excellence Award for the project mentioned above in 2018. From day one we knew that it would be a challenge, because of time span and high number of unknowns. By engaging team members into design and problem-solving sessions we managed to deliver the project successfully. The awards ceremony was a great recognition of that achievement.

What personal milestones have you celebrated during this time?
The biggest milestone was my wedding. My husband proposed in a very original way – he asked if I would marry him at sunrise on the top of Mt. Fuji. We had a very brief, small marriage ceremony 70 m below the top of Mt. Fuji, not risking walking into the storm on the summit! I also got to travel to Japan, take part in the World Scout Jamboree and later I got to travel through Canada and US, with the highlight of the expedition being a family hike to the bottom of the Grand Canyon.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
Don't hesitate to ask the more experienced team members "Why?", not only "What?" and "How?".

What do you think makes Version 1 a Great Place to Work?
Work-life balance – there is consensus that family life and personal passions are important, and work cannot be done on their expense. Also, managers trust and care about their teams.

Describe the last decade of work for you in 5 words or less.
Challenge, passion, recognition.

Nigel Liggett

Technical Lead

> 66 I have had a fantastic journey with Version 1 and observed incredible growth in the business.

Give us some background about yourself – what role did you start in, and what role are you in now?

Originally from Armagh in Northern Ireland, I studied Computer Science at the University of Ulster. As part of the course, I had a one-year placement with AIB in Donnybrook as Junior Developer. After I completed the degree, I went on to work for a company called Phoenix Technology for a little over 4 years starting out as Junior Developer. There I was able to get valuable experience in all parts of the software lifecycle. I moved to Version 1 in 2010 starting as Software Developer and am currently now Senior .Net Consultant.

How has your career changed over the last decade?

When I started at Version 1 it was quite a bit of learning (particularly working among the diverse technology stacks of multiple clients), this transitioned into doing and then coaching. Now it is progressing into leading. My focus has shifted slightly so rather than just looking at my own various tasks, I'm a lot more mindful of the broader context of the work being carried out, looking for opportunities to improve and add business value.

What stands out as one of your proudest professional moments over the past 10 years?

There are many proud moments but possibly one was to be made Technical Lead and given the opportunity to formally mentor the junior members of the team. Observing them progress personally and professionally was fantastic.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?

Take full advantage of the tools and platforms that Version 1 offer to assist learning and progression. Additionally, if you ever get stuck, rather than trying to figure it all out on your own, just reach out for help. Core values are extremely prevalent at Version 1 and people really are happy to help.

What do you think makes Version 1 a Great Place to Work?

No doubt it's the people and its Core Values. Colleagues that are collaborative, progressive and with similar mindset. Plus, a leadership team that not only listens attentively but is also pro-active in continually improving working conditions for all employees. I personally have had a fantastic journey with Version 1 and observed an incredible growth in the business. Throughout the years I have been afforded the opportunity to expand knowledge in both depth and breadth and naturally forged many friendships along the way.

Describe the last decade of work for you in 5 words or less.

Dynamic, Enjoyable, Ethical, Challenging, Rewarding.

Sarka Hnilickova

Finance Manager

> 66 Asking for help is a sign of strength and not a weakness

What role did you start in, and what role are you in now?
I had a few roles in Version 1 since I started: Receptionist, Office Manager and now Finance Manager.

Which was your favourite role and why?
My favourite would probably be my current role as it is crucial to the business by collecting money, having relationships with both internal and external customers and being part of a bigger finance team. I have learned huge amount about business and finance from a lot of different people during my time in Version 1, especially in the earlier years when my role included wide range of financial tasks.

What stands out as one of your proudest professional moments over the past 10 years?
I think people move from job to job more now so I am proud that I stayed with the company for so long. Each year was challenging in a very different way as the company grew.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
I would say ask for help when there is too much work for one person/team and don't try to do it all as asking for help is a sign of strength and not a weakness as I always mistakenly thought.

Describe the last decade of work for you in 5 words or less.
Challenging, interesting, fun, emotional, rewarding.

Alan Owens

Payroll Manager

> **"** I started out doing payroll for 25 employees. Now it's over 1,000.

What different roles have you held over the last 10 years?
I started as a contractor, coming in each month to do payroll for the company's 25 employees. As the company grew, I came in full-time as the company's Accountant and as one half of the world's smallest finance team. Over time I have been Project Accountant, then moved to work for the UK Finance Team doing the accounts of two of the UK companies, before going back to where I started, doing payroll for now almost 1,000 staff.

Which position was your favourite and why?
Payroll is my favourite role, because while all of the roles have had an impact on the company, I think it's the most important.

What stands out as one of your proudest professional moments over the past 10 years?
Dyeing my hair bright blue and raising €3,000 for the Irish Cancer Society. Also, I am very proud of the (again, world's smallest) Payroll Team; I think we provide a really good service in terms of accuracy and in assistance to the staff, which I think is invaluable in terms of engagement.

If you could time travel, what advice would you give your younger self in advance of starting their journey at Version 1?
If I could time travel, I would be sitting in a bar in 2022 looking up holidays in the Algarve and leaving the younger me to figure things out for himself. (Though I would like to assure him that he will be able to figure things out for himself).

Describe the last decade of work for you in 5 words or less.
Busy. Really busy. Like, really!

VERSION 1

Get in Touch

Join us in making real differences.
Visit Version1.com/Careers to apply today.

#insideversion1