Tree•times

A Publication of Treehouse Software, Inc.

Real-Time ADABAS-to-RDBMS Replication...

If you would like to receive a full-color **DPSync** product overview, please contact Treehouse Sales at **sales@treehouse.com**.

DPSync
Product Overview
ADABAS-to-RDBMS
Real-Time Data Transfer

Find out what our customers are saying:

www.treehouse.com/ customercomments.shtml

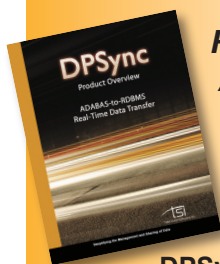**tsi**
Treehouse Software, Inc.

Presenting the

Human Asset Dashboard™

Enabling Strategic Talent Management
by Joseph Brady

Generically, a human asset dashboard allows Human Resource Managers to rapidly access, view, and act on their organization's talent data. Human Resources departments are keenly aware that strategic talent management requires strong systems and processes all focused on having the right talent in the right roles at the right times. That is when talent truly drives higher business performance and becomes a competitive differentiator. To this end, Telemetree Systems, the Business Intelligence Division of Treehouse

Talent Group		Pivotal		Risk		Measure		
All Talent Group		All Pivotal		All Risk		Head Count		
	Executive Leader			Senior Leader			Key Manager	
			Talent Forecast					
Limited	Misplaced	Too New	Well Placed	Seasoned Pro	Expandable	P1	P2	P3
		1	2	7	12	27	8	
	4		43	24	51	21	1	
8	7		14	1				
14								
		8						
Take Action %			Hold at Level %			Promotable %		
13.04 %			64.43 %			22.53 %		

Free, On-line Demos of Treehouse Products

Would you like to see Treehouse products in action before you request a trial? To set up a live, on-line demonstration of any product, simply fill out the short form on the Treehouse Software website at **www.treehouse. com/onlinedemoform.html**. All you need is an Internet connection to view how Treehouse products work right on your PC screen.

Become a Beta Test Site for New Treehouse Product Releases

We are looking for current North American customers to become Beta test sites for new releases of Treehouse products. If you are interested in becoming a Beta test site, please fill out the short form at **www.treehouse.com/betasites. html**, and a Treehouse representative will contact you.

Find out the Latest on Treehouse Products

To find out about current versions of Treehouse products, compatibility (operating systems, languages, etc.), and support information for all of our products, view the TSI Product Status Matrix on-line at **www.treehouse. com/prodstatus.shtml**.

Treehouse Software joins Destination z, the IBM Home for the Mainframe Community

IBM and leading IBM Business Partners have formed a special community, IBM Destination z. Designed to be the meeting point of the System z community, Destination z brings together information and people to help speed success with mainframe deployments.

IBM Business Partners, academic institutions, and other supporters of Destination z are an essential part of the mainframe community. Their offerings complement those from IBM to provide the breadth and depth of support that clients require in today's IT marketplace.

The Destination z website provides an alphabetical list of IBM Business Partners who have joined the Destination z community. You can find links to their web sites there, as well as links to more information about each of them in the IBM Business Partner database.

You can also view the partners according to the areas in which they provide solutions.

More information on the Destination z program can be found on IBM's website at: **http://www-03.ibm.com/systems/z/destinationz/**

Upgrade Reminder For Treehouse Software Customers

Treehouse Support would like to remind maintenance-paying customers to upgrade to the latest releases for ADABAS 8 support, as well as the latest product enhancements. To log in and download the latest version of your software, contact Treehouse Support to obtain a username and password, then go to the Treehouse Support Center at **www.treehouse.com/service.shtml**.

GT Software Adds Treehouse to List of Resellers...

GT Software, a provider of rapid SOA development solutions that leverage mainframe resources, recently announced a distribution agreement for the company's mainframe data access product, **tcACCESS** with Treehouse Software. Under the agreement, Treehouse now offers industry leading mainframe data integration capabilities, globally for users of IBM mainframes.

Enabling new legacy-SOA integration strategies that tap into mainframe performance, security and programming resources, as well as valuable data, **tcACCESS** has a rich component set to enable any enterprise to find the right fit for every mainframe data integration and access scenario, from integration of mainframe data into office applications, to bi-directional synchronization of mainframe and non-mainframe data sources, with support for transaction processing.

As reported in *Treetimes #17*, Treehouse now offers a robust product solution for large-scale, real-time data integration, replication, and migration with **tcACCESS** along with **tcVISION**, an innovative software solution that captures and replicates changed mainframe data in real time, in scheduled intervals or based on events.

For more information on **tcACCESS**, see *Treetimes # 17* and visit the Treehouse website at **www.treehouse.com/tcACCESS.shtml**.

Treehouse Consulting and Remote DBA Services =

The Key to Economic Relief *by Joseph Brady*

With economic worries the dominant topic of most news broadcasts, all of us are thinking about ways to curb spending, save money, and streamline our personal lives as well as business situations.

At Treehouse Software, our business is mainframe systems software and services. We know that organizations using mainframe systems for their business operations are also feeling the pressure to be more efficient and to contribute to overall enterprise cost-savings, and we're here to help.

The timing is perfect to take advantage of Treehouse's 25+ years experience in mainframe optimization, systems security, control, auditing, performance enhancement, etc. Our **Mainframe Consulting and Remote DBA Services** can be a life-saver when dwindling financial and human resources make it difficult to maintain past levels of IT services for your organization.

With an average of 20+ years ADABAS/NATURAL experience, our expert consultants can provide ADABAS/NATURAL performance analysis, environment tuning, and optimization; development, training and implementation services involving any Software AG technology; help with special routines or user exits for ADABAS/NATURAL; product installation, upgrades, and training; data transfer and integration; and DBA services.

What's Your Pain?

Give us a call today, and tell us about your current mainframe situation, and we can discuss how Treehouse's **Mainframe Consulting and Remote DBA Services** can lessen your company's financial pain. Identifying your departmental and enterprise needs is the starting point for any successful consulting project. When you call Treehouse Software for an IT needs assessment, you will come away knowing what steps your company has to take in order to get started with our consulting or remote DBA solution the right way—by making sure you have a comprehensive picture of your needs and the solutions.

A qualified Treehouse representative will conduct simple and short interviews with key employees of your department to understand what problems/needs you would like to address, and determine the optimal solution. We will then follow up with a brief report on how to Treehouse **Mainframe Consulting and Remote DBA Services** can help you meet your IT goals.

We Can Relate...

Treehouse Software consultants are ADABAS/NATURAL mainframe specialists, and we understand the demands placed on departments like yours. We also know, and can help you understand, how Treehouse **Mainframe Consulting and Remote DBA Services** can be important in helping overcome your department's issues, and allowing you to benefit from:

- Focused IT strategy
- Reduction in operating costs
- Increase in company revenue
- Savings in time and resources
- Empowerment of current IT staff

It's a Win-Win for Everybody

Your ADABAS/NATURAL shop can maximize efficiency of databases, and improve employee productivity by letting Treehouse Software handle daily DBA tasks. So, whether your company is affected by budgetary constraints, retirements, or any other factors contributing to a shortage of experienced ADABAS/NATURAL DBA skills, Treehouse **Mainframe Consulting and Remote DBA Services** can be an affordable and reliable option. Who knows? You could be the hero that brings some real financial relief, not only to your IT department, but to the entire organization, with the added benefit of a faster, more optimized mainframe system.

For more information on Treehouse **Mainframe Consulting and Remote DBA Services** visit our website at: **http://www.treehouse.com/ConsultingTSI.shtml**, or call us at **412.741.1677**. ●

Newsflash! *Now TSI offers Remote DBA Services for Unix/Linux too!*

Enabling Strategic Talent Management *(continued from page 1)*

Software has teamed with **Dr. Charles Bishop**, the founder and president of Chicago Change Partners, and **Michael Couch**, President of Michael Couch & Associates, Inc. to offer the **Human Asset Dashboard™** a revolutionary talent management system. **Human Asset Dashboard™** is based on Dr. Bishop's proven **Human Asset Inventory®**, creating a robust view of an organization's talent by melding an effective talent assessment process with Telemetree Systems' **Cubeware**, the powerful Business Intelligence software.

Does Your Organization Have The Talent?

The **Human Asset Inventory®** is a methodology developed by Dr. Bishop that allows senior team members to be "on the same page," share a common view, and move quickly to obtain solid information—an "X-ray" of the talent in the organization. This is accomplished through three steps:

1. Individual information is gathered
2. Data gathered is plotted to form a picture of talent base
3. Information is distilled into a variety of reports

The **Human Asset Inventory®** helps identify "Game Changers" (capable of initiating and driving successful change) and Spectators/Show Stoppers (those less capable of driving change), while documenting individual strengths, needs, challenges, and change capacity.

Clients develop a picture of the Bench Strength in their organization and identify Red Flags (areas of vulnerability) in the Human Resource area.

This information is distilled and formatted in order to support decision-making.

Dr. Bishop has over 20 years experience as a key leader in organizations undergoing significant change, including Federal Express, Baxter International, NationsBanks (now Bank of America), Gatorade, and ADT Security Services.

Many of Dr. Bishop's ideas are found in his book, *Making Change Happen One Person at a Time,* published by AMACOM in September 2000. The University of Michigan cited his book as one of the ten "must have" books on change in the past forty years.

Chicago Change Partners

Chicago Change Partners (CPC) was founded by **Dr. Charles Bishop** in 1999. Twenty years of experience inside major corporations undergoing significant change, such as FedEx, Baxter International, NationsBank, and the dramatic turnaround of ADT provide Dr. Bishop with significant "lessons learned" in dealing with organizational change. Realizing this experience was of great value to most organizations, Dr. Bishop formed a team of highly experienced executives who have also "been there, done that." CPC prides itself on the high level of expertise and proven processes it offers to its clients.

CPC's Change Philosophy

There are two approaches to thinking about change—reactive and proactive.

- Reactive change is just fixing things to "get back on track"
- Proactive change is "getting ahead" and identifying the ground rules to stay ahead

CPC has particular strengths and an excellent track record working with teams and leaders to lead organizations to the next level—going from "good to great!"

More Information can be found on CPC's website at **www.chicagochange.com**.

Michael Couch & Associates Inc.

Michael Couch & Associates Inc. is a versatile consulting practice focused on dramatically improving the capability of organizations, teams and individuals.

Mr. Couch has made a career out of improving the effectiveness of organizations, both as an internal consultant and as a business executive. Starting from a graduate degree in Industrial and Organizational Psychology, he has over 30 years experience working on a wide range of organization challenges at the team, facility, division and corporate levels.

Mr. Couch's unique background in operations, business management, and organization effectiveness allows him to partner with senior leadership, wear many hats, and collaborate with people throughout an organization, building organizations that have a positive impact on the bottom line.

More Information can be found on the Michael Couch & Associates website at **www.mcassociatesinc.com**.
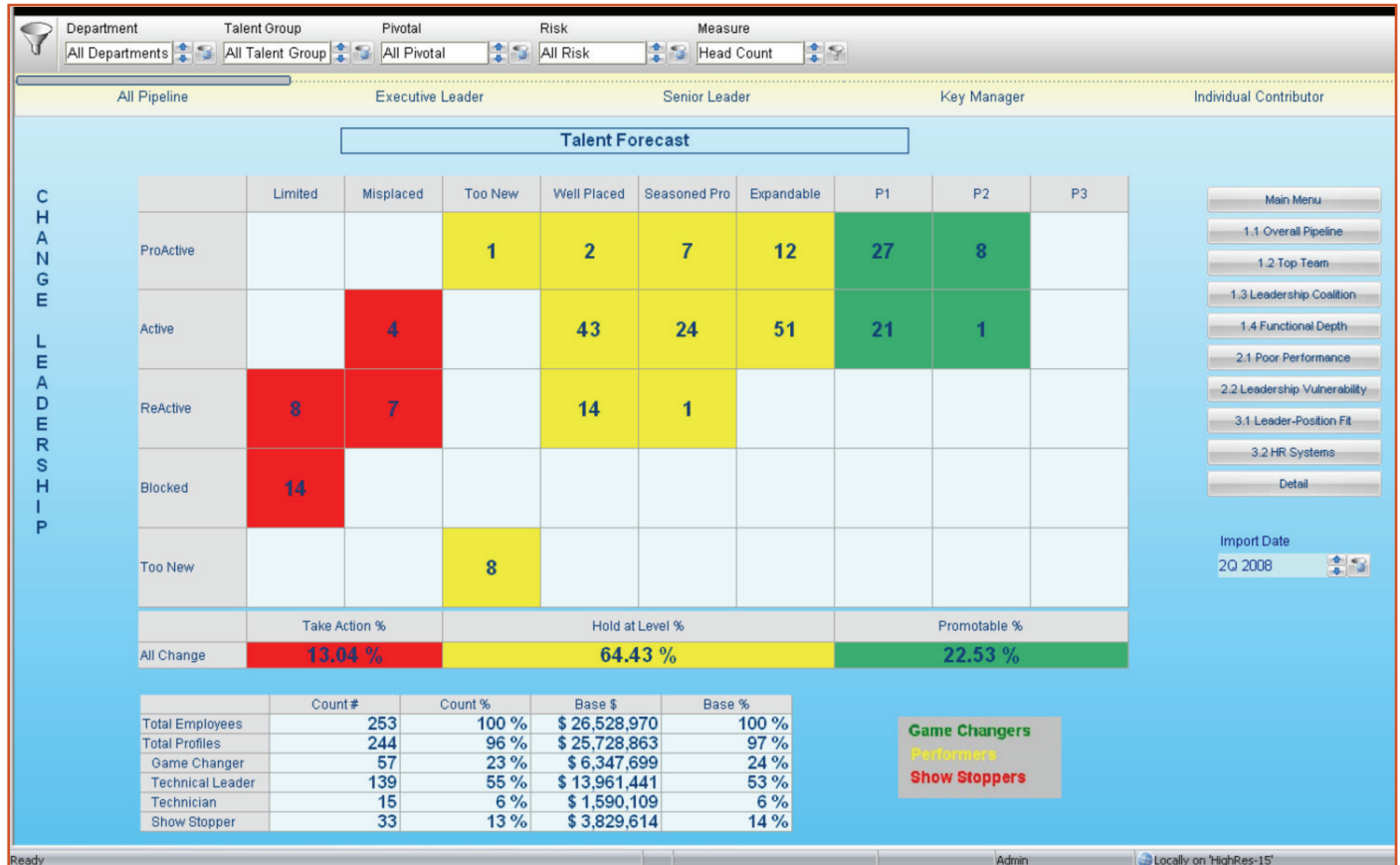
Turn Talent Data Into Talent Intelligence...

The **Human Asset Dashboard™** brings together 1) Sharing a common understanding of your organization's talent through the **Human Asset Inventory**®; and 2) The mature and proven **Cubeware** Business Intelligence Dashboarding product from Telemetree Systems.

This "melding" of **Business Intelligence Capabilities** with a robust **Talent Assessment Process** creates a complete view of an organization's capability, and provides talent information in a way that has not been seen before.

Department	Talent Group	Pivotal	Risk	Measure
All Departments	All Talent Group	All Pivotal	All Risk	Head Count

All Pipeline   **Executive Leader**   **Senior Leader**   **Key Manager**   **Individual Contributor**

Talent Forecast

CHANGE LEADERSHIP		Limited	Misplaced	Too New	Well Placed	Seasoned Pro	Expandable	P1	P2	P3
	ProActive			1	2	7	12	27	8	
	Active		4		43	24	51	21	1	
	ReActive	8	7		14	1				
	Blocked	14								
	Too New			8						

	Take Action %	Hold at Level %	Promotable %
All Change	13.04 %	64.43 %	22.53 %

	Count #	Count %	Base $	Base %
Total Employees	253	100 %	$ 26,528,970	100 %
Total Profiles	244	96 %	$ 25,728,863	97 %
Game Changer	57	23 %	$ 6,347,699	24 %
Technical Leader	139	55 %	$ 13,961,441	53 %
Technician	15	6 %	$ 1,590,109	6 %
Show Stopper	33	13 %	$ 3,829,614	14 %

Main Menu · 1.1 Overall Pipeline · 1.2 Top Team · 1.3 Leadership Coalition · 1.4 Functional Depth · 2.1 Poor Performance · 2.2 Leadership Vulnerability · 3.1 Leader-Position Fit · 3.2 HR Systems · Detail

Import Date · 2Q 2008

Game Changers · Performers · Show Stoppers

Ready · Admin · Locally on 'HighRes-15'

The Human Asset Dashboard™ Overall Pipeline Report shows the number of profiled employees in each of the grid coordinates. It also shows the percentage for each of the three action groups. The table at the bottom displays the total number of employees in this session, the number of employees profiled and the number, percent, base dollars and base dollars percent.

Share the Power with Others... Easily Integrate Other Data into the Dashboard

Powered By Cubeware Technology From Telemetree Systems

The **Cubeware** component of the **Human Asset Dashboard™** not only allows Human Resource departments to mine and turn their talent data into coherent and actionable information, it can be used in support of a wide range of other business functions, such as monitoring sales/marketing efforts or tracking inventory.

Cubeware lets you view all of your company's operations, drill down and drill through your valuable data—on demand. **Cubeware** connects to any data source; imports the data into a cube (holding area); and allows users to access the data for analysis, planning, reporting, forecasting, and dashboarding—anytime—Windows or Web.

By providing a visually intuitive data management system that gives users the information they need to make better decisions, user/data interactivity goes far beyond the "report-based" architecture that many other BI solutions employ. The **Cubeware** solution is built for today's fast-moving world, and its demands for more interactive approaches that close the gap between the end user and their source data.

For more information contact Telemetree Systems at 412.741.1944 or **sales@telemetree.com**. ●

Treehouse Software Products

Legacy Data Modernization:

DPS - ADABAS-to-RDBMS data materialization (ETL), replication, and propagation (CDC) software

DPS X-Link - Instant XML-based read/write access to ADABAS

DPSync - Real-time ADABAS-to-RDBMS data propagation (CDC) software product set

tRelational - ADABAS modeling, mapping, and data analysis tool; DPS parameter generator

tRelationalPC - Windows-based graphical interface to make the tasks of modeling and mapping even simpler

Treehouse Remote Access (TRA) - Middleware that allows tRelationalPC to communicate with tRelational on the mainframe.

NatQuery - GUI-based tool that intelligently generates NATURAL code to handle all of the complexities of data extraction from ADABAS

NatCDC - Add-on to NatQuery designed to create immediately-usable data out of the ADABAS PLOG

tcACCESS - powerful integration platform for users of IBM mainframes, allowing a transparent integration of mainframe data sources and mainframe programs into open system applications

tcVISION - Data replication product that focuses on changed data when transferring information between mainframe and workstations or open systems

Software AG Related:

ADAMAGIC - Tool for converting mainframe ADABAS files into ADABAS for UNIX/Linux/Windows, flat file, or comma-delimited formats

ADAREORG - File reorganization tool for ADABAS

ADASTRIP - Data extraction utility for ADABAS

AUDITRE - Generalized ADABAS auditing facility

CHART for NATURAL - NATURAL application analysis and documentation tool

EspControl - Change control system for NATURAL on open systems

N2O - NATURAL application change management system

N2O/3GL - 3GL support within N2O for PANVALET, LIBRARIAN, ENDEVOR, and PDSs

PROFILER for NATURAL - NATURAL quality assurance and testing tool

SECURITRE - ADABAS and NATURAL security interface to RACF, ACF2, and TOP SECRET

TRIM - ADABAS and NATURAL performance monitor

Mainframe Emulation:

SEDIT - XEDIT and ISPF/PDF compatible editor for UNIX and Windows

S/REXX - REXX-compatible language for UNIX and Windows

S/REXX Debugger - Optional graphical debugger for S/REXX programs

TSI is a DataMirror DataWorld partner, and is authorized to market the full line of DataMirror products, including:

Transformation Server/ES - Detects events as they occur in mission-critical production applications and creates useful business information to feed into the message queues of leading EAI, BPM, and SOA environments

Integration Suite™ - Combines all of DataMirror's real-time integration software and global services

Transformation Server™ - Real-time multi-platform data integration and transformation with zero-programming required

iCluster™ - Manage clustered iSeries environments

LiveAudit™ - Capture all data that is inserted, updated, or deleted to create real-time audit trails

PointBase™ - Java relational database, mobility and synchronization products

iReflect™ - Mirror ORACLE database transactions in real-time from the primary system to the recovery system

DB/XML Transform™ - Powerful Java-based, XML-driven engine for bi-directional data transformation between XML, EDI, database and text formats

Constellar® Hub - Powerful ORACLE-based EAI tool

Telemetree Systems
A branch of Treehouse Software, Inc.

Cubeware - Everything needed for easy-to-use, self-service business intelligence for decision makers, managers, and departmental users

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