The Power Of Relationships

Why Talent Returns to TST

Transitions are a natural part of life, especially in the workforce. Personal life changes, competitive salaries, and opportunities for growth can impact an employee's decision to leave an organization. At TST, we have discovered creating a great role is all about culture and people. The role itself isn't what retains talent. It's the relationships we build with our managers, team members, customers, and peers alike at the organization.

We have been excited to see employees at various career levels, different geographies, and demographics, and across all business units, boomerang back to TST. Two Six recently sat with two employees who joined the company via legacy organizations, tried their hands at something different, and ultimately decided Two Six was the right place for them. Read their interview responses to discover why they decided to accept a position at TST, what prompted their transition, and what it's like to be back on the team.

Q: Before coming to TST, was your goal to work in tech? What goals had you created for your career before joining the organization?

I: I am a researcher and my goal has always been to help solve fun, hard questions in math and computer science. Before joining Two Six Labs, I did have the goal of being able to help lead a research team that was involved in the sorts of problems that I enjoy, like cryptography, formal methods, secure software and hardware, and   etc.

B: I always enjoyed seeing the system build through iterative development. I had the pleasure of helping to deploy the AWS cloud. It was a very cool experience - especially seeing it on site with the customers. I'm currently enrolled in Harvard, finishing the fifth of five modules in a Leadership Program.

Q: Why did you originally accept a position at TST? What attracted you to the organization?

I: I wanted to leave the West Coast to come back east (I was working at a "big tech" company in Silicon Valley and it wasn't for me). Two Six Labs offered me the opportunity to get in as the first hire in formal methods and crypto, letting me build that area of expertise from the ground up. It was an exciting chance to achieve my goals in this area.

B: I was on the crew for PlanX, a battle command system for cyberspace operations, from the initial conception, and I really enjoyed seeing it progress. Joining Two Six Labs originally, I got to see the system fully transition into the Army.

Q: Why did you choose to transition?

I: I was given an offer specifically to help with what I had imagined would be a very high impact project in my field of expertise. TST had just undergone a major reorganization and I thought the timing made sense.

B: I had an opportunity to be a Chief Operating Officer at another company. This was a major career growth opportunity that I was interested in exploring.

Q: What initially sparked the idea to come to TST? Previous manager / supervisor / coworker / job opening?

I: I was very reluctant to leave in the first place. The other opportunity seemed good, and I was concerned about the reorganization at Two Six, but I love my team. I built that group. They're my family. Every single one of them is special to me. At some point I just decided, "I had a job I loved. I now have a job I hate. How much money could this possibly be worth?"

B: After accepting the new position, it was obvious Two Six Technologies had a better business plan and culture to support growth. The opportunity to work with the leadership again at Two Six was a big draw. I previously worked with Kristina Creque and she was key in my re-recruitment.

Q; How were you welcomed back into the organization? What was different about TST? What was the same?

I: While things weren't seamless, they were close. I was kind of surreptitiously chatting with my old colleagues for the whole time I was gone (which was only three months). Not much really changed in the three months that I was gone.

B: Everyone was happy to see me. It was very welcoming.

Q: How is TST meeting your current professional needs? What are you happy to have boomeranged back to the organization?

I: I feel like I'm really growing as a technical manager right now. I'm learning a ton from the leadership of the acquired RLS who have experience building an entire business. We're branching out and growing so fast that it's very exciting. I'm absolutely thrilled to be back.

B: I'm excited to use my skills and experience that I have gained in my future ahead here at TST.

At Two Six, we've been lucky enough to see many employees return to the company after accepting another opportunity and deciding that Two Six was a better fit. We strive to be an organization where former employees are supported and encouraged to come back if they desire.