




# The Power of Relationships


## Why Talent Returns to TST

In the fast-paced world of technology, career paths often take unexpected turns, leading professionals in various directions. Two Six Technologies has had the pleasure of welcoming back several former employees who initially embarked on different journeys but ultimately found their way back to the organization.

In this article, we delve into the stories of four remarkable individuals who boomeranged their way to TST: Susama, Mark, Dan, and Jeremy. We explore their career goals, what initially attracted them to TST, their reasons for transitioning away, and the unique circumstances that brought them back into the TST family.

Join us as we discover the motivations, challenges, and transformations of these tech professionals, and learn how TST continues to be a hub for innovation and growth, catering to the diverse needs and aspirations of our talented workforce.

 **Q:** Did you originally aspire to work in the tech industry before joining Two Six Technologies, and what were your career goals at that time?


 **Susama:** I had established myself as a trusted artificial intelligence (AI) researcher and wanted to be in a position where I was setting research agendas and managing projects. I wanted to move away from being "just another interchangeable mathematician" and work to my full potential.

**Mark:** Yes, my goal was to work in tech as a software engineer. My main career goals were to work on interesting problems, keep up with the latest tech, and maintain a good work-life balance.

**Dan:** My goal was to work in tech as an engineer, with a focus on solving challenging problems with impact.

**Jeremy:** I have always wanted to work in tech, as far back as I can remember. One of my big goals was to find some stability in my career so I could focus on personal growth and become specialized in some newer technologies.

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

 **Susama:** I came to TST because of my trust in a current Two Six leader and I was also presented with the opportunity to work as a Principal Investigator, which allowed me to work on long-term visions for projects and mentor team members.

**Mark:** A friend's recommendation and the chance to switch technology stacks to something more bleeding-edge.

**Dan:** TST empowered its engineers like a startup but without the associated risks, which appealed to me.

**Jeremy:** A former colleague had been working at TST for a little over a year, and he often told me how much he enjoyed it. The type of work and the challenges surrounding it quickly interested me, and I knew I wanted to join the team.

**Q: Why did you choose to transition?**

**Susama:** I got an offer at a startup, which allowed me to focus on data science work I was passionate about and support a cause I believed in.

**Mark:** Due to the pandemic, remote work opportunities became more common, and I took an opportunity for a bigger commercial product and higher pay.

**Dan:** I needed more flexibility in my work location due to family reasons and transitioned to a work-from-home role.

**Jeremy:** I had just reached my five-year mark and I felt like I was ready for a change. An opportunity had come up that would have let me explore a new industry that had interested me for a while, so I decided to take a leap of faith and give it a try.



**Q: What initially sparked the idea to return to TST?**

**Susama:** I reached out to a TST Leader when my startup didn't succeed, and he was looking for someone to manage the growing group.

**Mark:** I was in contact with my previous manager at TST, who I enjoyed working under. I expressed my unhappiness at my current job, and he helped me return.

**Dan:** Several individuals at TST periodically checked in on me, and I jumped on an opportunity to return.

**Jeremy:** Some recent life events happened that made me want to find a better work/life balance. I remembered that TST was always willing to be flexible when it came to that, so I decided to reach out to my old manager and see what was available.

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

**Susama:** The welcome back was warm, like coming back to a group of friends. TST was still evolving its processes, and I could contribute to that, which I found enjoyable.

**Mark:** I joined a different team and office, but the new team was welcoming. TST had become slightly more corporate, but the same culture of smart, helpful people remained.

**Dan:** I was welcomed back with open arms, and while TST had grown, its culture remained intact.

**Jeremy:** The transition back was seamless! The biggest difference is how much TST has grown in the past year and a half. There is more structure compared to the old days, but it is a good thing! I am happy to see that the work flexibility is still in place, which was a major contributing factor to my return.

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

**Susama:** TST has more machine learning (ML) work now, and I'm helping build a trusted AI technical area, which aligns with my career goals. I'm much happier with my current duties.

**Mark:** TST meets my needs with interesting problems, great colleagues, new technologies, and work-life balance.

**Dan:** I'm glad to be back at TST with more challenging opportunities than ever, and it continues to meet my professional needs.

**Jeremy:** So far everything has been smooth, and the transition back has been a great decision. In many ways I feel like I picked up right where I left off, and the feeling seems to be mutual with many of my peers.