



AMSG Gazette

A MONTHLY PUBLICATION December 2022 | Issue 12

A WORD FROM OUR CEO

Hello {First Name},

A new year is upon us, AMSG's 15th year supporting the various Missions of our Federal Government, and we're ready to start fresh. But before we do, I'd like to take a moment to reflect on our year of firsts in this special "AMSG 2022 Year in Review" edition. While there have certainly been some challenges along the way, this year has been special for so many reasons. Through the wins and losses in the years ahead, AMSG will continue to be a company that lives its Core Values – "the 3 C's" – Competence, Courage, and Compassion. These three C's will be our North Star.

In this "review" edition, we've sprinkled in a few of our top 2022 articles, but more importantly, we're examining our growth and the new initiatives we rolled out this year. Therefore, we highlight what our employees are saying about AMSG. We also feature notes, figures, and graphics on our communication efforts, employee engagement activities, nominations and awards, and our nonprofit partners and customers. I am humbled by and proud of our documented efforts and accomplishments that are on full display this month. They are made possible because of the people who make up AMSG – our people, our culture, are the fabric of this organization.

Speaking of people and culture, I would be remiss if I didn't mention one major piece of news: the promotion of Angela (or "Angie") Lee. In November, Angie was promoted from Senior Director of Operations, Account Management, and Employee Engagement to Vice President of Operations. For 5 years, Angie has mentored employees, helmed several leading roles, and managed some of AMSG's major accounts. Angie is an integral member of our team and I am more than confident that she will continue to help move AMSG forward. Let's all raise a glass to and congratulate Angie for a job well done!

And while we're celebrating, let's also celebrate the NEW customers we are supporting and existing customers we will continue to support in 2023! In 2022, we welcomed new relationships with the Department of Homeland Security (DHS), and just in the past few days, we received word from the Office of the Secretary of Defense (OSD), that our team, headed by AMSG, has been selected for the next generation of the ATSS IDIQ, valued at \$1.5 Billion. This incredibly good news comes on the heels of being awarded the Department of Energy's TEPS III Blanket Purchase Agreement (BPA) with a ceiling of \$400 Million. We also won our recompetes of our FTC support services contract. And earlier this year, the DHS entrusted us with the support contract to help out with their highly publicized Operation Allies Welcome (OAW) program. In all of these examples of AMSG's success in 2022, we can look to the strong performance of AMSG's Business Development Team, our Operations Teams, and equally as important, the relationships we have formed with teammates over years and years of supporting our customers' various Missions in support of something bigger than ourselves. This is what makes AMSG, AMSG. Our commitment to results, based on trusted relationships that endure.

Finally, as I close out this year's last AMSGazette, I ask you: in reviewing your 2022 year, what does your "year of firsts" look like? What did you accomplish and what will you prioritize in 2023 as a result? As we dash out to purchase last-minute gifts and prepare for (solitary or familial) celebratory dinners this holiday season, don't forget to acknowledge and celebrate your wins. We've all been through quite a bit this year (truly the last several years), so it's only fitting that we honor ourselves by recalling the lessons and the best moments of 2022 to prepare us for the year ahead and years to come.

Thank you to our amazing team, our customers and nonprofit partners, our Veterans and Military community, and my Bunker Labs CEOcircle community for a wonderful 2022 year.

From me and all of us at AMSG, we wish you and your family a Happy Holiday Season!



Warm Regards,
Jim O'Farrell
President and CEO
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571-283-1871

P.S. Be sure to stay tuned for the next AMSGazette. For months, we've been working behind the scenes on a huge secret project. Next month, we'll be featuring and revealing a new surprise starting the 2023 New Year off strong. I cannot wait to share this exciting update with you!

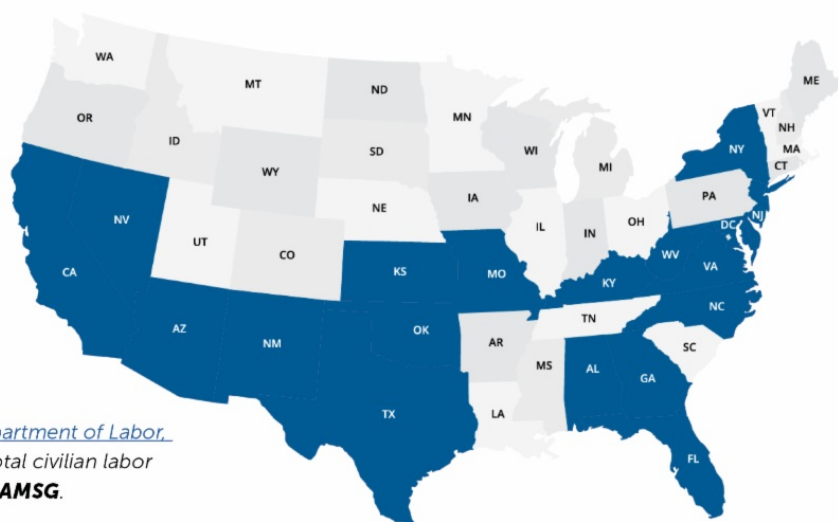


2022 Year in Review

Advanced Management Strategies Group (AMSG), Inc is a leading operations, technologies, and administrative management firm providing critical support for the Federal Government and its many missions and responsibilities around the world. A Department of Veteran Affairs (VA) certified Service-Disabled Veteran-Owned Small Business (SDVOSB), we provide nuanced, modern, and multi-perspective solutions to the government's most complex and fulfilling challenges.

AMSG Around the Nation

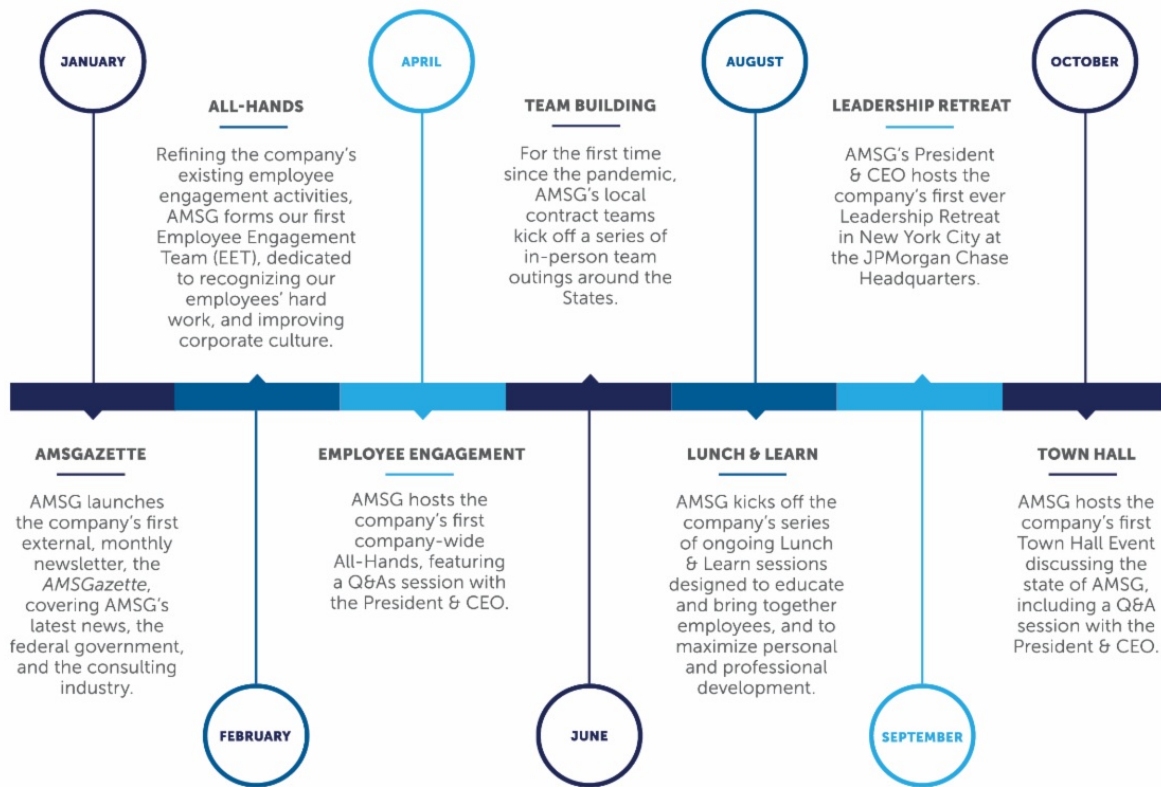
Expanding from one state and two employees, AMSG now employs more than 100 Veterans and civilian personnel located in **19 states across four U.S. timezones** since its founding 15 years ago.



According to the latest [2020 U.S. Department of Labor](#), Veterans represent only 5.6% of the total civilian labor force, yet **35% of Veterans make up AMSG.**





A Year of Firsts

A year of firsts, AMMSG launched our very first external monthly newsletter, Employee Engagement Team (EET), and Lunch & Learn series. We also hosted our first Leadership Retreat, held our first company-wide All-Hands and Town Hall, and gathered for the first time since the start of the pandemic. Each of these efforts and initiatives are dedicated to building rapport with employees, creating transparency in the workplace, connecting with clients and customers, and providing opportunities for personal and professional development.



Employee Engagement

AMMSG invests in our employees and is committed to engaging our people through innovative initiatives and acts of service that strengthen employee satisfaction, foster employee growth, and improve overall organizational performance and value.

 20	Employee Engagement Team initiatives launched
 209	Thoughtful gift baskets mailed to employees
 225	President & CEO employee acknowledgment texts sent
 542	Gift cards sent to employee team members

What AMGS's Employees Are Saying

In the Spring and Fall, AMGS conducted our first full company surveys. Both anonymous and following AMGS's new leadership, the surveys aimed to gauge employee satisfaction, the health of the company, and areas for improvement.



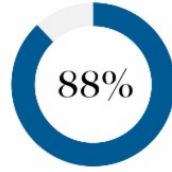
MOTIVATED

"I am motivated to go beyond what is normally expected of me to help the organization be successful."



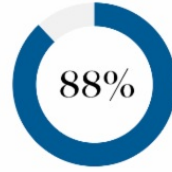
RECOGNIZED

"My supervisor provides recognition for good work."



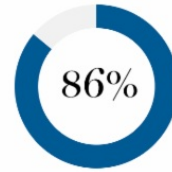
TREATED FAIRLY

"Employees are treated fairly (regardless of their race, gender, age, sexual orientation, etc)."



GOOD PLACE TO WORK

"I would recommend this organization as a good place to work."



PROUD

"I feel proud to work for this organization."

Sponsorships & Nonprofit Support



\$100,000+

Over the last year, AMGS has sponsored and donated over \$100,000 to associations and nonprofit organizations that support our Veterans, Military community, children and future leaders, and international and local families in need.

- Armed Services Arts Partnership (ASAP)
- Bunker Labs
- USMC Combat Development Dinner
- GFWC Virginia for Armed Services YMCA
- HeadStrong Project
- Henley Middle School
- Hiring Afghan Allies with Bunker Labs
- Lu's Labs
- Makindu Children's Program
- Marine Corps Birthday Ball
- Marine Corps Scholarship Foundation
- OneStar Foundation
- Potomac High School
- Smithfield Recreation Association
- Students Helping Honduras
- SECAF Diamond Sponsorship
- St. Jude Children's Research Hospital
- Stop Soldier Suicide

AMGS's Customers

Specializing in management consulting, marketing and communications, program and project management, technology and systems integration, acquisition management and budget execution, AMGS currently serves and supports nine Federal Government Agencies.



What Our Customers Say About AMSG



AMSG continues to be proactive in developing and implementing Standard Operating Procedures (SOPs) that are relevant to support mission operations. The impact AMSG has had in process standardization cannot be under emphasized. AMSG's efforts have led to operational efficiency and excellent customer service. The semi-annual customer satisfaction survey returned an overall very satisfied rating. Overall, AMSG's response to inquiries and requests for information were extremely good.

-U.S. Department of Energy

AMSG is a driving force behind OCASO's (Office of the Chief Administrative Services Officer) success. They methodically listen, provide remarkable deliverables, and are very easy to work with. Given the exceptional support provided by AMSG to the Federal Trade Commission, Office of the Chief Administrative Services Officer, and their ability to perform in accordance with the contract, I would highly recommend them to other government organizations and would re-award their contract if given the chance to do so.

-Federal Trade Commission

AMSG has exceeded the government's expectation of ensuring over 90% of our work completed on time with very little need for rework and under minimal oversight. The leadership within the team, as well as the PM, have demonstrated the ability to complete tasks on time and, in some cases, ahead of schedule with minimal guidance from the government. During the pandemic when our entire team was virtual, we did not miss a deadline and submissions required minimal rework. The communication was constant and consistent. Additionally, when the pandemic hit and our workload increased to support the mission of tracking and distributing vaccines, the team and its leaders did an outstanding job.

-Defense Health Agency

AMSG goes over and above the acceptable contractual terms to not only meet the government's needs but also anticipates opportunities, issues, and concerns. The deliverables provided by AMSG consistently exceed the requirements of the contract and provide insights that were not initially anticipated by the government. This quality of service and expertise provided by the PM greatly contributed to the success of this requirement.

- Veterans Health Agency



AMSG Communications

AMSG uses our communication channels to highlight employees, share tips and resources, and communicate the latest news and industry trends. This year AMSG released more press releases than any year since our founding, created our Facebook page, gained new LinkedIn followers, and launched our first external monthly newsletter, the *AMSGazette*.



Business Planning & Growth

This year, AMGS identified new prospects and business areas, and was able to convert those prospects into new customers. As AMGS evolves, we sharpen our process for pursuing new opportunities, and developing and implementing strategies that promote growth.



An Award-Winning Company



MOXIE AWARDS

Nominated by the Moxie Award program that honors associations, businesses, and nonprofits in the DC metro community that demonstrate boldness and innovation as an integral part of their growth strategy.



ENERGAGE

Surveying and studying over 66,000 organizations since 2006, Energage employee experience solutions are informed by the Top Workplaces research, helping Energage identify the 15 culture drivers that are critical to success in any organization. AMGS ranks in Energage's Top 25% organizations.



INC. 5000

Having applied and been accepted for the first time, AMGS ranks No. 2551 on the most prestigious ranking of the fastest-growing private companies in America. Patagonia, Chobani, and Under Armour are among companies who gained their first national exposure as honorees on the Inc. 5000 list.



GLASSDOOR

A 100% Glassdoor CEO Approval Rating by AMGS's employees.

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ARTICLES IN REVIEW

We hope you enjoyed AMGS's 2022 Year in Review. We'd also like to share the top articles we wrote and produced this year. From expert interviews to inspiring stories shared by our team, below are links to the articles we think you might want to read again, share with a friend, or explore if you missed them the first time around. We look forward to sharing more resources, interviews, and human-centered stories with you in 2023!

Industry

- [Top 10 Excel Tips \(with Instructions on How To Implement Them\)](#)
- [On Organizational Change Management, What It Is & Why It's Important](#)

- [TL;DR// Power Apps Can Make Your Complicated SharePoint Ultra-Simple](#)
- [From Intern to Medical Center Director at VA Medical Centers: Interview with Ken Mizrach](#)

Special Interest

- ['We Grow the Most When We're Put in Precarious Situations': Jeff Gerner on Conquering Life's Fears](#)
- [Dogs & Flipped Canoes](#)
- [Sandra Magura, The Home, Business & Money Organizing Professional](#)
- [Conversation with Army Veteran on Joining the Military and Becoming an ASD Advocate](#)

AMSG NEWS



AMSG Names Angela Lee Vice President of Operations

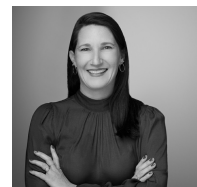
Advanced Management Strategies Group, Inc. (AMSG) promoted Angela Lee to Vice President of Operations. Previously, Angela was the Sr. Director of Operations, Account Management & Employee Engagement.

Ms. Lee will report directly to the CEO, and is responsible for leading AMSG's operations, including all customer-facing projects, spearheading AMSG's Employee Engagement Team, and overseeing talent management - recruiting, hiring, and retention of AMSG Staff.

[READ THE ARTICLE](#)

The Spirit of Giving

By: Sandra Magura, Quality Manager



About a month ago I contacted a local Elks lodge for information on ways to support Veteran families during the holiday season. I was then referred to a group that they had been working with for years. The Ruyts Foundation of Veteran Suicide Prevention had four families that needed help with Christmas this year. So, with that, AMSG decided to fully support two of those families with a \$2500 donation. This time, my 13-year-old daughter and I took on this project, personally.

Actually, my 13-year-old daughter (Charlotte) and I set out on a shopping adventure. I was given a detailed list via email and I created a spreadsheet. With some research online, I gave myself a budget for each item. This made it easier for her and me to do the math when out shopping. So, on my first time EVER Black Friday shopping, we headed out to the stores at 6am. We filled shopping carts one by one on a few trips out that weekend and I finished it up with Amazon.

This project was more than just shopping for things people wanted/needed for Christmas. This project held a special place in my heart. 13 years ago, we were one of those families. I was laid off, my husband was in school using VOC Rehab from the Army after his injury, we had a 1-month-old baby, and a mortgage. I had worked since I was 13, paid for college myself, and had never asked for anything. But sometimes, you need to. And this is what I was teaching my daughter. Sometimes people NEED HELP. And with help from organizations and companies like AMSG philanthropically contributing, it can happen.

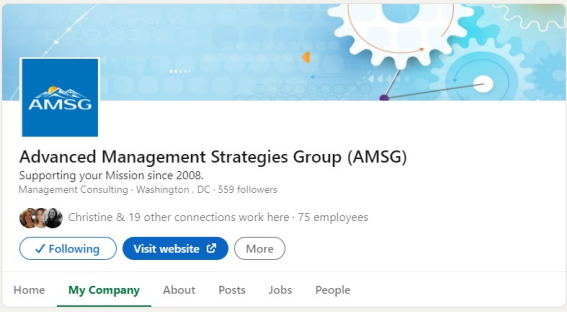
This year AMSG took another new step in the right direction by helping local families in

need. Thank you AMSG for letting me be the one to take on this project. Thank you for allowing me to share the real reason for the Christmas season, GIVING, with my daughter. AND THANK YOU for continuing to support people and organizations the way you do.

To find out more about [The Ruyts Foundation | Veteran Support Services](#)



Don't forget to look out for our announcement in early 2023!



Are you on LinkedIn?


Want to know what AMSG is up to on a Weekly basis? Connect with us!

FOLLOW US ON LINKEDIN

AMSG is on Facebook!!

AMSG has joined Facebook:
Please like our page!

LIKE US ON FACEBOOK





CREDITS

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