

# **IE WEEKLY** *Magazine*

## **CORE VALUES**

DISCIPLINE

10X

GRIT

RADICAL CANDOR

STRONG WORK ETHIC

EXTREME OWNERSHIP

CONTINUOUS IMPROVMENT

EGO IS THE ENEMY

NEVER SETTLE FOR

MEDIOCRITY

COLLABORATION WITH

INDIVIDUAL ACCOUNTABILITY

## **MISSION**

CHANGE THE LIFE OF  
AFRICA VIA  
DISCIPLINED WORK  
CULTURE.

Issue 02 | January, 2023

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THAT  
LUCK  
IS  
PARADISE  
MEETING  
OPPORTUNITY.

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"Greatness  
is not  
a function  
of circumstance.  
it turns out,  
is largely a  
matter of  
conscious choice  
and discipline."

Jim Collins

# 1

# IE NETWORKS 14TH ANNIVERSARY

Numbers are known for dissociating and depersonalizing us from some sentiments, and this just might be one of those instances. Saying a company is fourteen years old would be similar to saying a child born at the same time would now be a junior in high school. On this day fourteen years ago, IE Network Solutions made its humble beginning with just two people, Meried Bekele and Genet Getachew, working from their own home. A lot has happened since then, as IE is now a multimillion-dollar company with more than 130 completed projects and 150 employees as of today.



Although IE Networks is an IT company and is used to being technical, we are going to celebrate this anniversary in a more sentimental manner. Please read this short article and go through the past fourteen years of our establishment. We will tell you how we started our journey of helping equip the nation with the latest technology, and how we have fostered a community of tech-savvy Ethiopians.





In an economy that seems to be obsessed with making money and counting \$ we took a chance when IE adopted our CEO's mission "change the life of Africa via disciplined work culture". This was not easy, as the culture we were trying to change proved to be stubborn. Time was the price we paid as we fought to help our society see that the reward to discipline was as satisfactory and worthy as collecting money. "Coming in to work in the morning and giving your all to your work is how you build a career" was not an idea as appreciated as "Get rich fast".

Most leading companies that have lasted a long time are found in Japan, where tradition, honor, and values are the foundation for most families. These Japanese businesses, that are known to last more than 100 years, are family owned. Values are taught to the children of these families since infancy guaranteeing the long-lasting legacies. We knew there were companies that were doing the same work we do but with less than half the team and less overhead cost as a result. But we chose to build an institution and be a learning place for our country's youth. For fourteen years we stuck to the idea that one day we will cash in the efforts we put in our core values as we gave it 10x the effort others did, and the outcome did not disappoint. Although we set out to change the work culture of our society, we kept the decency and caring culture of our country and made a family out of it.

We gained and we lost, we cheered and sobbed, we grew up but we never grew down. We watched what we built become so influential that most of the country's IT projects were trusted to us.





There is a look of surprise whenever people see or hear about how much we spend on our employee's engagement, health care, salary, and entertainment. This would not be the case if they understood our values. No one would be asking why we take our team on overseas vacation if our vision was understood. We valued everyone in our team and yet managed to become an institution that will continue to flourish with or without individuals.

So, our anniversary is not just numbers. It is how long we spent fighting for the right to work for a unifies purpose. It is how long it took us to build this work culture and be successful. So to everyone that has ever been a part of our institution and still is Happy 14th Anniversary!!!



## GET THE JOB DONE



# BIRTHDAY CELEBRATION



Celebrating employees in different ways such as their birthday brings joy. It brings a valuable benefit which increase the morale of the employee and it makes people feel appreciated, brings staff together & both of which help to form deeper relationships between team members and across the organization.

On December 29, 2022 IE celebrated the birthday of its employees who were born in September up to December. Everybody was brought up together to celebrate their colleagues, which made them very excited and thankful to IE family.



Lastly, we wished them many more years to come filled with health & wealth and journey be as sweet as the cake we shared on that day.



THANK YOU!

# NATIONAL THANK YOU NOTE DAY

## DECEMBER 26TH

One of IE's aim is to foster a positive culture, in order to grow this culture we decided to celebrate a National Thank You Note Day on December 25, 2022.

Everyone was expressing love, respect and how much they mean to each other, which demonstrated how much we all value the support of our coworkers.



**Meried Bekele, CEO**

Thank you 🙏 Ermias for being a good student and persistence to navigate the challenges and setbacks on your responsibilities at every level without an EGO. That is what a GRIT means in practice.



**Samuel Belayneh, Junior Enterprise Network Deployment Engineer II**

*"When it comes to life, the critical thing is whether you take things for granted or take them with gratitude." -Gilbert K. Chesterton*

I had a dream when I was a student. being part of IE was one of my dreams. I am grateful for what you gave me, for making my dreams true, for the chance where I've been, for what I learned, and for what I gained because of you. thank you 🙏 Meried

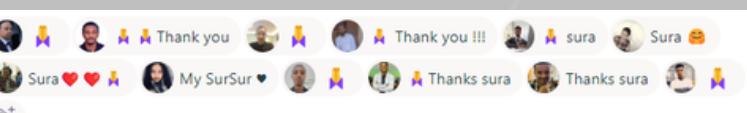
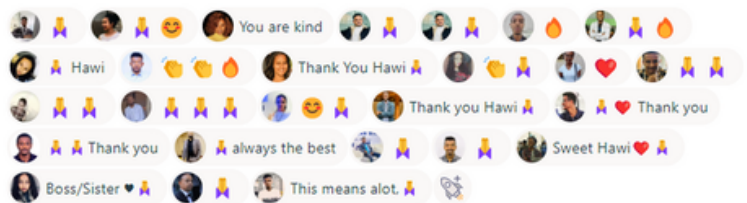


**Haleluya Tasew, Office Manager**

Thank you 🙏 Meried

For being the kind of CEO that always has something to teach me and helps me improve through tasks and guidance. Also thank you for building a workplace that continuously helps me improve something about myself every day.

Saying "thank you" is a simple but powerful gesture. It can lay the foundation for a positive relationship with management, subordinates and co-workers. Showing appreciation builds goodwill. People appreciate being appreciated.



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# ACHIEVEMENTS THIS WEEK

**CONGRATULATION! WE HAVE SUPPLIED THE PAYSHIELD 10K HARDWARE SECURITY MODULE FOR ETHSWITCH S.C.**

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Thanks to the dedication and hard work of our team members Ermias Endalamaw, Kidist Bye, Addisu Degefu Yonatan Mesfin, , Mesay Worku, and Fikirte Mokennen, exceeded expectations and delivered fantastic results. Today we're celebrating your achievement. We're so proud of you! Well done.



"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results." – Andrew Carnegie



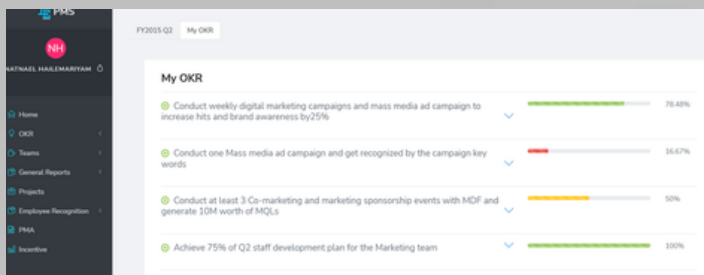


# The OKR SYSTEM

OKRs are used by companies like Google, Amazon, and Spotify. It is a collaborative goal-setting protocol for companies, teams and individuals. IE uses the OKR system for goal setting and task execution. The CEO creates company-wide OKRs that include goals and key deliverables to be achieved during the quarter. Each manager/team leader then creates their own key result with the key result as the goal to achieve each team's goals.



Each team members have their own OKRs coordinated with the team leader/manager and the company. After creating their OKRs for each person, the OKRs are inserted into software called the PMS system. It is a well-thought-out performance management system developed by our software solutions team. OKRs are inserted into the PMS cascade weekly and daily. When you create a weekly plan, each plan also includes a progress report on completed or uncompleted tasks for you to share and break down into days to complete. PMS the system is used also to recognize, critique (feedback) and automate the best performers on a weekly, monthly and quarterly basis.



In IE, we follow CFR (Conversation, Feedback and Recognition) as the framework for ongoing performance management. The OKR system helps us create intense focus and teaches us to be results-oriented, ownership-driven and improvement-driven, which will drive our company to growth.

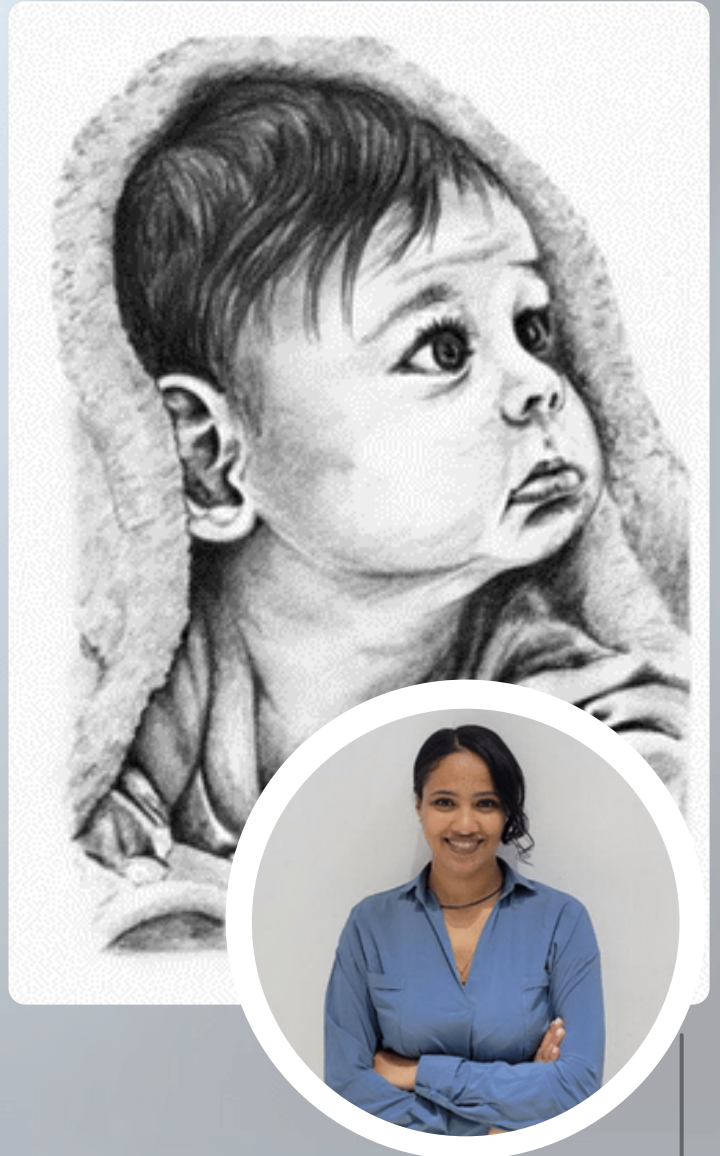
# A GIFTED ART

## Kiber Tenaw

Our Sales Team Lead Kiber Tenaw is featured on this week's talent review. She is a kind, gifted young woman who loves to draw. Kiber is also a very compassionate and giving person who enjoys lending a hand to others. She is always ready to lend a helping hand to anyone who requires one. She enjoys producing exquisite works of art and using her creativity in her work. During her downtime, she creates original artwork by painting, sketching, and designing. Kiber creates stunning art thanks to her keen attention to detail and vivid imagination. Her illustrations are so compelling to the audience because they are animated and emotional.



## Sales Team Lead(BFSI)



People frequently get inspired when looking at her drawings because of how well each one captures beauty and emotion. Many people are in awe of Kiber's artistic talent.