

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 AND
SYSTEMS THINKING

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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

STAFF DEVELOPMENT

The old adage that 'you can't teach an old dog new tricks' was the mantra of the Asian Corporation. As an organization that had been in business for over a hundred years, they had become complacent and stuck in their ways. They had managed to stay competitive in their industry, but they had not been able to keep up with the rapid changes in the market. Then, they realized they needed to change. They decided to invest in training in order to help them stay competitive and keep their employees up-to-date on industry changes and new skills they need.

IE NETWORK SOLUTIONS
GET THE JOB DONE

IE Networks Staff Development

List of certifications & institutes

> Dell Certifications	> Kaspersky Certification
> Cisco Certifications	> Red hat accredited Professional
> Triplite Certifications	> Panduit Certifications
> Huawei Certifications	> Project Management Institute
> SAP Certifications	> Fortinet Training Institution
> IBM Certifications	> Anixter University
> Oracle Certifications	> Rutgers University
> Ruckus Certifications	> HR University
> Vmware Certifications	> Certiprof
> Thales Certifications	> International Business Management Institution
> Microsoft Certifications	> Python Institution

More information call us
+251 944 10 6717
+251 0115 57 0544

Follow us
in [social media icons]

sales@ienetworksolutions.com
www.ienetworksolutions.com

Investing in employee growth is an essential part of any successful business. Not only does it lead to higher employee performance, but it also increases employee engagement. Investing in employee growth is beneficial for employers because it helps attract, retain, and motivate talented employees. Additionally, when employees have the opportunity to develop their skills, they are more likely to stay with the company and contribute to its success. Investing in employee growth can also help businesses save money in the long run. By investing in employee development, businesses can reduce turnover costs, decrease the amount of time needed to train new employees, and increase their efficiency. Ultimately, investing in employee growth is a win-win situation for employers and employees alike.

At IE Network, we believe that investing in the development of our employees is essential to our success. We strive to keep our employees up to date with the latest technology and industry trends so that they can be the most effective and efficient in their job roles. That's why we allocate millions in our budget each quarter towards training and development programs for our employees. In the last quarter, for example, we set aside 2,262,925 ETB to provide training and development opportunities. The results were remarkable.

TEACHING INSTRUCTOR
COACHING KNOWLEDGE PROCESS
COMMUNITY
WORKSHOP GUIDANCE
Pursue Information Results
SUPPORT ENHANCE
EXPERIENCE EXPERTISE
MASTER METHOD
CHIEVE
STAFF FACULTY GOALS
DISCUSSION HIGH QUALITY
EDUCATIONAL IMPROVEMENT

LEARNING SKILLS
PROFESSIONAL TRAINING
OPPORTUNITIES
DEVELOPMENT

This is just one example of the company's commitment to investing in its employees. The company plans to continue to allocate millions of birr in its budget each quarter to ensure that its employees have the tools and knowledge they need to grow and succeed in their roles.

Institutions



Our employees have achieved more than 250 certifications from various training programs. We believe that equipping our employees with the skills and knowledge they need to excel in their roles is a key factor in our company's success. That is why we are committed to offering a variety of training opportunities to help our employees grow and develop in their careers. We want our employees to be equipped with the tools and knowledge they need to excel and reach their full potential. We strive to offer training and development programs that are tailored to each individual's needs so that each employee can reach their highest potential.



CONTINUAL FEEDBACK AND RECOGNITION(CFR)

One of the characteristics that distinguish IE is our teams' commitment to CFR (Continual Feedback and Recognition). We use Appreciation to boost productivity. Positive criticism motivates our team to learn from their mistakes and succeed in the future. Employees are valued when their efforts are recognized and acknowledged. This encourages them to maintain and improve their excellent performance. The other strategy is to reprimand people. A manager or supervisor may reprimand an employee in order to help them correct their error and learn from it. IE achieves successful leadership, successful teams, and successful outcomes by implementing these two strategies.



A GIFTED POET

Samuel Belayneh

ENS Engineer

This week we are featuring our ENS Engineer Samuel Belayneh in our Talent review. He is an incredibly talented poet who has mastered the art of writing Amharic poems. He has a unique way with words, choosing them carefully to create vivid imagery and powerful emotion. His use of rhyme and rhythm bring the poems to life, and his clever wordplay often adds a touch of humor. He is passionate about his craft and loves to share his work with others. His work speaks to the beauty of the Amharic language, and he is a true talent, the poems are a testament to the power of language.

ከእልፍ እለታት ማስዶ
ባልተጨበጠ ዓለም ባልተኖረ ህይወት
በዝብርቅርቅ ኩነት በግማሽ ማንነት
በመኖር ትንንቅ በእኔት ሽሚያ ውስጥ
እንደጉም በሚተን በድንገተኛ ሃሳብ ባጋጣሚዎች ውስጥ
ሳትይዙ በጭብጥሽው በህልም መሳይ ምቹት
መሄድ መሄድ መሄድ በሃሳብ ማዕበል ወጀብ በሞላበት
ብቻ
ዘመን ጀርባ ሁኖ መንገድ በሆነ ዓለም
በስንጥቁ እንስራ እንደተቀዳ ውኃ ተንጠባጥቦ እንዳያልቅ
አዲስ ነገር መፍጠር ደግሞም አዲስ ማወቅ
ሃሳብን መጠየቅ ከራስ ጋር መሞገት
መጓዝ ወደሌላ ምቹትን ማሳካት
ታዲያ
በትላንትና ውስጥ ዛሬ ላይ ለመድረስ
የውኃ ጠብታ ድንጋይ እንድታርስ
ከአለታት በልጦ የሳልያድን እብራት ጠጠር እንደረታ
በጉም እሳቤ ውስጥ የተገኘች ተስፋ ብኩን ሁኖ እንዳትቀር
ትላንትን በዛሬ፣ አለመኖርሽን በመኖር ተክተሽ
በትላንትናሽ ውስጥ የአዲስ ውጥንሽን እኔነት ጨምረሽ
አልቦ ነገር ይዞ እልፍ ከመመኘት አንድ ብሎ መራመድ



ግን እኮ
ትላንት ዛሬ ነበር በወቅት በሠዓቱ
ዛሬም ነገ ነበር በትላንት ልኬቱ።
ሊረሳ መሆኑ ሳይገባው ለህልፈት መምጣቱ
ዛሬም ክብር መስሎት ትላንት መባሉ
ማለፉ አይቀርም ዛሬ ያልኩት አሁን ትላንት መባሉ።

"ጋን ከጀርባ ወድቆ ገል ኾኖ ቀጠለ ከመሰበር ወዲያም ሌላ
ህላዌ አለ" እንዳለ ገጣሚው
ከዘመን ጀርባ ላይ ታዝሎ ከነበረው
ከስንጥቁ ሽክለ ካሉት እልፍ እለታት ትላንት ከኖርሻቸው
እልፎቹ ጠጠር ናቸው እንስራ ደግፈው ጋን አርገው ሚያቆሙ
አንድ ያልሸው እርምጃሽ ትላንት የጀመርሽው
ሀ ገዕዝ ነው ብለሽ ካይብ ሁን አስከትለሽ
ዳዊትሽን ደግመሽ በጀመርሽው መንገድ እልፍ ህኖ ቀጠለ