

# FUTURE 50

JANUARY 2010

## Professional Solutions, LLC

Founded: 2002  
CEO: Micheal J. Dean

TWO TIME

### BUSINESS DESCRIPTION

ProSol is a growing, service-disabled veteran-owned business that supports national security solutions in the areas of operations and training, intelligence and information technology.

### WHAT DO YOU SEE AS THE BIGGEST MISTAKE CEOS MAKE IN GROWING THEIR COMPANY? HOW DO YOU AVOID THOSE MISTAKES?

ProSol is structured around the belief that creating value for its customers and a great place to work for its employees are paramount to success. The company maintains its integrity and direction by giving strategic thought to its solution offerings and clients, to its business development process, and most especially to its hiring process. Potential work is assessed for its fit with the corporate mission, vision, and values, and the CEO meets frequently with staff to ensure that they understand and are implementing the same.

### WHAT DEFINES A STRONG MANAGEMENT TEAM?

ProSol defines its strong management team by its collective ability to receive and share ideas freely and with open minds. Our management team is committed to and invested in the company and their clients, and is approachable and available to their staff at all times. They all demonstrate the integrity to act in accordance with the corporate mission, vision, and values; commitment to success; intelligence; and they provide sound advice and mentorship to their staff and their peers.

### IN A FAST-PACED ENVIRONMENT, HOW DO YOU AVOID BURNOUT?

ProSol believes that because everyone in a company contributes to its success, everyone in the company should benefit from its success. As a result, employees are encouraged to celebrate accomplishments and wins whenever possible. The company has an established tradition of individual awards and bonuses for excellent support of a client, corporate sponsored events and holiday parties, and other win parties that celebrate everyone's contribution and continued excellence.

**90%**  
customer retention



Alexandria, VA

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