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## Thorkil Sonne Adding special skills to testing

**Biografie:**

Thorkil Sonne is 45 years old. His present position, which he has held since 2004 is founder and CEO of Specialisterne, DK. From 2001-2003 he was Chief Technology Officer at MIGway,DK, which was a joint venture with TDC and LogicaCMG. Between 2000-2001 he was Core-team member at TDC Mobile Internet, DK. He was head of Product Management Mobile Data at TDC Mobile, DK, between 1997-2001. During 1997 he was Mobile Marketing Project Manager at Sunrise, CH. For the 8 years between 1988-1996, Thorkil was Project Manager and Head of Section in different organisations within TDC, DK. Thorkil was educated in Cand. Geom. Aalborg University, DK from 1982-1988. He is also President of the National Autism Organisation, west Zealand branch, DK and father of an autistic son.

# Adding special skills to testing

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Specialisterne DK  
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## CV

- Since 2004 Founder and CEO Specialisterne
- 2001-2003 CTO MIGway (Joint Venture btw. LogicaCMG and TDC)
- 2001-2004 President National Autism, West Zealand branch, DK
- Since 1996 Father of autistic son
- 1988-2001 several IT positions within TDC, DK
- 1982-1988 Cand. Geom. Aalborg University, DK



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## Specialisterne



Blue ocean company  
Established Jan 1<sup>st</sup> 2004  
Danish Limited Company  
No external funding  
Board of Directors  
Advisory Board  
Staff:

- 29 persons with autism
- 8 persons without autism
- 11 trainees



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## The vision

- we will provide persons with autism the possibility to use and empower their unique skills
- we will provide new skills to the corporate sector
- we will prove that persons with autism can take equal and active part in society
- we will compete at market terms and establish operations in Denmark and internationally

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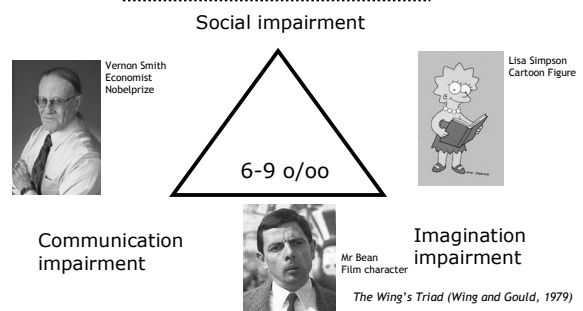
## The mission

Specialisterne uses the characteristics of autism in a positive way solving valuable tasks at market terms.

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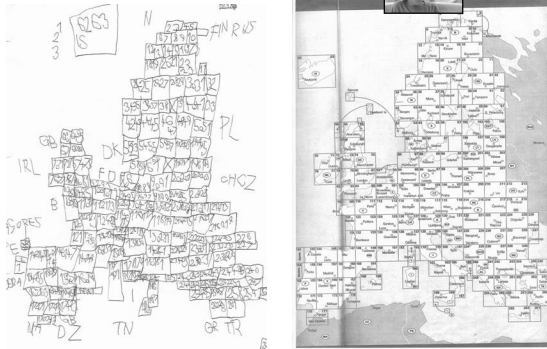
## Autism – Diagnose criteria

Note: Autism = Autism Spectrum Disorder



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## Autism – Attention to Details



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## Autism characteristics

### Plus

- motivation
- engagement
- focus
- persistency
- precision
- attention to details
- follow instructions
- structured way of working
- high learning ability

### Minus

- may not have IT relevant education
- may not have positive job references
- reduced working hours
- can't cope with stress
- need special understanding

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## Specialisterne provides

### For the employee

- training
- structured working methods
- tailored working environments
- clear references and instructions
- personal support
- development plans tailored to the individual
- working hours according to the individual capacity
- limited stress situations

### For the customer

- single point of contact
- mapping customer needs with employee skills
- full responsibility for quality of work
- limited risk
- no special understanding required
- choice of tasks being solved at Specialisterne or at the customer premises

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## The working relationship

### Establish points of contacts

- ISEB certified Specialisterne project manager
- customer contact person

### Planning

- contact persons map customer needs with Specialisterne skills and experiences
- introduction of autism and special conditions
- introduction to customer system and tasks

### Pilot project

- evaluate and optimize working relationship

### Ongoing cooperation

- regulated by framework contracts

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## Specialisterne customers

- TDC (major communication company)
- TDC Mobile (major mobile operator)
- CSC (global IT company)
- KMD (largest Danish owned IT-company)
- Microsoft (global IT company)
- Grundfos (global provider of pump solutions)
- Nordea (largest Scandinavian bank)
- Systematic (largest private IT company in DK)
- Cryptomathic (leading provider of e-security)

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## Test services

### Static

- review
- quality control

### Dynamic

- regression
- re-test
- user acceptance
- beta

### System

- user interface
- functional
- performance

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## Cases

To be provided

## Recognitions



National Autism Prize 2004



Initiative Prize 2005 IT Forum Mid-Jutland



Kings Cross of the Corporate Sector, Denmark



EuroSTAR 2005

Best presentation



Netværksprisen 2005



## Dutch perspective

- How are the chances of replicating the Specialisterne concept in The Netherlands
  - is the concept relevant?
  - will corporate customers request the services?
  - will corporate customers pay for quality services?
  - will it be possible to find and train employees?

### Potential roll out in The Netherlands

- franchise concept
  - Dutch operation based on Specialisterne methods
- potential timeframe
  - when methods and manuals are released (potentially 2008)
- potential scale
  - 2-3 \* Danish operation

## Questions? Comments!

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