

# From Service to Solutions

**U.S. AIR FORCE VETERAN ALLISON HICKEY HAS A LONG HISTORY OF SHATTERING LIMITS.** After graduating from the United States Air Force Academy's first class to include women, Hickey served as a pilot, aircraft commander, and in various high-profile leadership roles before eventually retiring as a brigadier general.

Throughout her 27-year military career, Hickey was involved in several major initiatives, including leading one of the largest transformation efforts the Air Force has undertaken since its inception.

Since transitioning out of the military, Hickey continues to conquer new, formidable challenges as an entrepreneur, CEO, and advocate for veterans. In November 2015, Hickey founded All In Solutions (AIS), a consulting and contract delivery company specializing in IT solutions, managed services delivery (MSD), and problem exploration and solutioning in an integrated approach across the areas of people, process, and technology.

Currently, Hickey leads 81 employees – nearly half of whom are veterans, military or veteran spouses, or families of veterans and first responders. In the past three years, AIS has experienced a financial growth rate of more than 1000 percent, prompting the need to recruit and hire more than 70 new team members in the coming months.

Hickey shared her journey to CEO, how her military experience helps her run a business, and why veterans, transitioning servicemembers, and military spouses should find their next civilian career at AIS.

## Tell me about your role at AIS.

As the CEO, I build relationships with our clients, other companies, and our community, with my focus on growing the company. I also lead, mentor, and learn alongside my amazing and dedicated colleagues.

## What skills from the military help you as an entrepreneur and leader in the civilian workforce?

I learned the importance of communicating often so everyone knows your intent and can execute the mission without micromanagement.

I also learned that we should make de-



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isions with the best data available to us at any given time rather than being frozen with indecision.

Another very important lesson I learned in the military is that a diverse workforce provides better solutions because everyone thinks differently.

## What was the most challenging part of your military-to-civilian transition?

I struggled in the same way many servicemembers do; I went to a TAP class, but I did not really know what I wanted to do next. I had to ask a lot of questions, make the leap, and learn along the way.

## How does AIS support veterans?

In addition to actively recruiting transitioning servicemembers, veterans, military spouses, and first responders and their families, we have a bold "Second Mission" that focuses on transforming our team members' resumes.

This Second Mission means we advocate for our veteran employees and work with them to earn certifications. We have even invested in certifications for a veteran to allow us to include them in a contract proposal, knowing in advance that we may not win the contract.

At AIS, we win when a veteran's resume is transformed to provide a brighter future.

For more information visit  
<https://success.recruitmilitary.com/organizations/all-in-solutions-llc>



ALLISON HICKEY

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## What is your favorite part of your job?

While I was serving as the Under Secretary for Benefits at the Department of Veterans Affairs (VA), we helped transform the claims process to eliminate 90 percent of the historic backlog and make benefits more accessible for veterans, their families, and survivors. Now as the CEO of AIS, I lead my team in continuing to serve this population through the contract support we deliver to the VA.

## Why should veterans consider AIS for their next career?

Information technology is not just sitting at a desk doing nothing but coding, especially in the era of agile development and DevSecOPS (development, security, and operations) delivery.

At AIS, our company ethos is in our name - we are "All In" and we bring our whole selves to our work. We ask you to bring your passion, dedication, commitment, and compassion to work with you. We also ask you to care for your colleagues by helping them grow. Everyone is a mentor in this company, and everyone gets a leadership opportunity when they master their technical skills.

We also celebrate when a member of the team moves on from our company, because we know we have provided them the abilities to grow their career, even if it means leaving AIS.

I have loved every minute of working with this company, but if you want to know what it is like to be part of our team on the front lines, you should ask my veteran colleagues. Reach out to me on LinkedIn - I would be happy to put you in touch with one of them.