

Fastpath's leadership is changing, but not approach

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Fastpath's leadership is changing, but the culture that's built around giving employees tough challenges and room to solve them is not, say the Des Moines software company's two leaders.

Andy Snook, who founded the company 17 years ago and acted as its CEO, now guides the audit, security and compliance software company as a board director, turning over leadership to Charles Snellgrove, a longtime tech executive.

Snook said Snellgrove has the same "people-first" attitude, making him a good fit. The business will look to Snellgrove to triple its size.

"I joke that he's not taken a company from zero to 50," Snook said, "and I don't have experience taking a company from 50 to 150."

For the tech company, the transition to working from home during the pandemic was relatively easy, said Jenna Hogan, Fastpath's vice president of human resources. Already, Fastpath's nearly 70 employees work in 14 states.

The company added employees through the pandemic as the need for software security increased, with more employees working from home globally. Hogan said the company perk of 100% paid medical and dental insurance coverage and no limits on paid

Fastpath

Location: Des Moines

Founded: 2004

Ownership: Private

Iowa employees: 66

Top executive: Charles Snellgrove, CEO; Andy Snook, the founder and former CEO, joined the board of directors.

time off helps attract workers.

Fastpath officially reopened its central Iowa office June 1, but the company is letting employees return to the office at their pace.

"Maybe it's a Midwest thing. Maybe it's a Fastpath thing. But people want to be back in the office," said Snellgrove, previously the CEO of Wintellect, an Atlanta-based company that was sold earlier this year.

A few traditions remain from Snook's early days: Employees get a free lunch on Fridays. It used to be a way to find out if a potential candidate was right for the company, Snook said: "Was this person someone we'd want to have lunch?"

And employees continue to have autonomy to manage their work and schedules. "We have very talented people, very responsible people. We talk about what we want to do, and we just get it done," Snellgrove said.



Fastpath employees play a game of ping-pong after the company's weekly free lunch on Fridays. FASTPATH