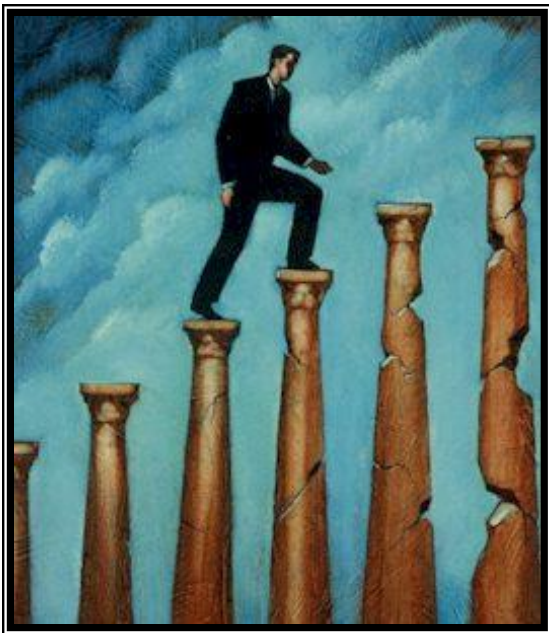


Agility Consulting, LLC Executive Transition Services

CHANGE ... has become the by-line for the world in the 21st Century. We often do not like it ... but the reality and is that it is here to stay and it just comes faster every year! **Agility Consulting** helps individuals, teams and organizations build better capability to anticipate, respond and compete successfully in this "turbo turbulent" environment.



Transition ... the act of moving from one place to the next. Sounds easy except when considered in the new context where ground rules are being re-written every year – or even sooner! **Agility Consulting** has developed an executive coaching portfolio of services geared especially to the executive making a significant change in direction. How do we validate the new direction, facilitate development of strategy and determine the actions required to make this transition successful?



Coaching ... is the consultative approach we use to support our clients with customized executive transition services. Using our OODA coaching model, we guide and coach our clients through the four key steps in the process:

- Observation – collecting & assessing facts
- Orientation – helping client gain perspective
- Decision – determining the best plan
- Action – how to implement the plan

Coach and client establish a transition plan grounded with the sharp focus and discipline of the OODA system.

Agility Consulting can provide the full range of services and facilities needed through the transition period to support the unique needs of each client.



Assessment Tools Used by Agility Consulting for Executive Career Transition

- CPP-sponsored Tools
 - Myers-Briggs Type Indicator (MBTI)
 - Coaching Report for Leaders (CPI 260)
 - FIRO-B
 - Thomas Kilmann Conflict Mode Instrument
- Hogan Assessment Systems
 - Hogan Personality Inventory (HPI)
 - Hogan Development Survey (HDS)
 - Motives Values Preferences Inventory (MVPI)
 - Hogan Business Reasoning Inventory (HBRI)
- Kaplan DeVries Tools
 - Leadership Versatility Index – 360 degree assessment (LVI)
- Discovery Learning Tools
 - Change Style Indicator (CSI)
 - Decision Style Profile (DSP)
- The Center for Creative Leadership Tools and Processes
- Agility Consulting Tools
 - Leadership Agility Profile (LAP) -- 360 degree assessment
 - Leadership Agility Audit (LAA)
- Envisia Learning – Emotional Intelligence View 360

Myers-Briggs Type Indicator®
Interpretive Report for Organizations
Page 2

Summary of Your MBTI® Results

How you decide to answer each item on the MBTI instrument determines your reported MBTI type. Since each of the preferences can be represented by a letter, a four-letter code is used as shorthand for indicating type. Where the first letter indicates your dominant function, the second letter indicates your auxiliary function, the third letter indicates your tertiary function, and the fourth letter indicates your inferior function. Your reported MBTI type is ENFP.

Reported Type: ENFP

E Extraversion
Where you focus your attention

S Sensing
The way you take in information

T Thinking
The way you make decisions

J Judging
How you deal with the outer world

The preference clarity index (PCI) bar graph below charts your reported type.

Clarity of Reported Preferences

Extraversion: 28
Sensing: 21
Thinking: 21
Judging: 21

PCI Results: Extraversion 28

Because MBTI results are only one of many other factors, they need to be used in conjunction with other data to determine the right path in this process.

CPI 260™ COACHING REPORT for LEADERS

SAM MANOOJIAN

SECTION 1: LEADERSHIP SKILLS AND PERSPECTIVES

Scale	Importance For Success		Average Scores	
	All Obsv	Self	All Obsv	Self
1. Resourcefulness	9	✓	3.65	3.50
2. Doing Whatever It Takes	9	✓	3.59	3.22
3. Being A Quick Study	11	✓	3.27	3.00
4. Decisiveness	10	✓	3.54	2.75
5. Leading Employees	8	✓	3.66	3.86

Job Description: This is a high profile position with the long-range objective of developing times general managers, directors, vice-presidents, and senior executives within Arma, Inc. It is limited to a small group of highly talented individuals. Successful candidates will require high motivation, specifically related to management, team cohesiveness in Finance, Marketing, Operations, or Human Resources. A senior-level position is expected.

Key Requirements:

- Outstanding leadership skills and abilities -- desires the responsibility of leading a business or functional area.
- Strong level of energy, initiative, and drive -- has the energy and enthusiasm to lead a business or functional area.
- Flexibility, adaptability, and resiliency.
- Decisiveness, and the ability to make high-quality decisions.
- Excellent management skills, and the ability to establish valid working relationships with other team members.
- Excellent analytical and problem-solving skills.
- Willingness to learn about various aspects of the Arma Corporation.
- Completion of MBA from a top ranked program, and four (4) years of business experience.
- Ability to operate with a sense of urgency, the ability to set priorities, focus, and the ability to be innovative/creative.
- Excellent communication skills and presentation skills (multiple language skills preferred).

Overall Profile

Joan Sample
February 2006

Leadership Versatility Index 81%

High-level view of your results:

- The shape of your overall profile indicates how well-rounded you are. Note the areas where they indicate a strength (the **lighter** areas) and as deficiencies -- the **greater** (the **red**) areas where you have relative strengths -- the **red** (the **red**) areas where you have relative weaknesses.
- The Versatility percentage indicates your rating as it is computed as how close your scores are to the majority of leaders scores between the poles of the figure (e.g., Takes Charge vs. Follows).

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Behavior Summary Continued

Behavior	Self	Manager	Peer
Building Strategic Relationships	4.5	4.0	4.0
Effectively builds relationships and partnerships	4.5	4.0	4.0
Effectively initiates and cultivates relationships	4.5	4.0	4.0

Anticipate Change

7a. Sets vision
7b. Rapidly change
7c. Can shift paradigm
7d. Introduces change
7e. Values innovation
7f. Flexible
7g. Adapts Strategy
7h. Stays alert to changes
7i. Flexible to rapid change

Legend: Self Rating (Red), Boss Rating (Blue), Others Rating (Green)

