



About Booz Allen

Booz Allen Hamilton is a leading provider of management and technology consulting services to the US government in defense, intelligence, and civil markets, and to major corporations, institutions, and not-for-profit organizations. Booz Allen is headquartered in McLean, Virginia, employs more than 25,000 people, and had revenue of \$5.59 billion for the 12 months ended March 31, 2011. (NYSE: BAH)

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Leadership Coaching for Individual and Organizational Impact

Helping Your Leaders Translate Insight Into Action

More than ever before, organizations demand strong leadership to face highly complex challenges and continuous change. Agencies need cost-effective, flexible, and proven solutions to help leaders meet these challenges. Over the last decade, leadership coaching has emerged as a proven and powerful method for increasing leaders' capacity to manage complexity and effect long-term change.

Leadership coaching is a process of asking leaders evocative questions and empowering leaders to explore their ideas, translate their ideas into actions, and bring about individual and organizational change. Coaching can be used to increase leader self-awareness, enhance team awareness and effectiveness, provide skill development, and overcome persistent individual and organizational barriers to performance. Through coaching, leaders learn how to reframe and solve their own challenges, and receive support and feedback as they strengthen their capacity to lead.

Booz Allen Can Help You Be Ready for What's Next

Booz Allen Hamilton, a leading strategy and consulting firm, helps organizations move quickly to navigate increasingly complex environments, withstand impending leadership challenges, and translate insight into action. Our coaching focuses on providing accelerated, tailored personal development that helps leaders expand their competencies to achieve critical organizational outcomes. All of our coaches have completed International Coach Federation-accredited training and have extensive organizational leadership experience.

Our goal is to leverage your organization's strategy and leadership competencies to tailor a coaching program designed to meet your objectives and achieve your desired outcomes. We develop structured, sustainable coaching programs through expert program management and implementation, utilizing the most appropriate coaching tools to help your leaders meet their mission-critical objectives.

Ready for what's next. www.boozallen.com

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delivering results that endure

Booz Allen's Leadership Coaching Services and Solutions

Booz Allen partners with you to assess your organizational and individual leadership development needs and determine the best coaching solutions. Coaching engagements typically begin with administering an assessment tool, such as 360-degree feedback, to identify the strengths and development needs of individual leaders and the organization as a whole. The coaching relationship builds with the feedback process, enhancing leader self-awareness, identifying key goals, and implementing strategies. A successful coaching program will accelerate leader development and create a community in which the employees' change and continual learning is the standard.

Based on your organization's goals, Booz Allen can advise you on multiple coaching solutions and work with you to implement the best strategy. Tailored coaching options may include:

Representative Client Engagements

- Internal Revenue Service
- National Science Foundation
- Office of the Secretary of Defense
- Smithsonian Institution
- US Nuclear Regulatory Commission

- **Individual coaching.** Work with leaders and employees to create individual development plans, formalize goals, and develop action plans through one-on-one coaching
- **Team coaching.** Assist in resolving team issues by providing one-on-one coaching to the leader and real-time coaching to the team
- **Peer and group coaching.** Train leaders to problem solve as a collaborative cohort in small groups to coach each other on similar management challenges
- **Internal coaching certification program.** Establish a coaching culture by identifying champions with exceptional leadership potential to receive in-depth training on effective coaching and teaching others within the organization how to coach employees
- **Leadership coaching workshops.** Conduct interactive, experiential workshops to teach leaders how to coach their employees and deliver feedback effectively
- **Coaching tools and resources.** Make coaching tools and resources available to all employees through coaching toolkits, discussion forums, leadership articles, and a comprehensive website that includes just-in-time training and streamed video

Whether you are managing today's issues or looking beyond the horizon, count on us to help you be ready for what's next.