



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)

For more information contact

Lori Zukin, Ph.D.

Principal
 zukin_lori@bah.com
 703-984-0065

Clark Backus, SPHR

Lead Associate
 backus_clark@bah.com
 703-984-7094

Torrey Wilkinson, Ph.D.

Lead Associate
 wilkinson_torrey@bah.com
 919-210-3132

www.boozallen.com

Accelerating Leadership Development: Preparing Leaders for What's Next

The rapidly changing work environment, growing need to address cultural and multigenerational issues, and critical need to manage constant change and uncertainty require more agile and better prepared leaders at all levels. As a result, organizations must find ways to accelerate the development of their leadership corps to meet the urgent and complex challenges of the modern workforce through targeted and integrated approaches that align with the goals and long-term strategy of the organization.

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

Booz Allen Hamilton, a leading strategy and technology consulting firm, has a proven record of designing and applying leadership development solutions for clients. Our integrated human capital and learning systems professionals expertly tailor comprehensive solutions that equip leaders with the skills to confront the challenges organizations face. Our approach blends industry-leading human capital solutions with deep learning systems expertise to speed up the leadership learning curve. Our multidisciplinary expertise in project development, program design, and thought leadership delivers long-lasting results.



Accelerated Leadership Development Framework

Booz Allen's Leadership Development Service Offerings

The foundation of Booz Allen's leadership development approach is a framework that is anchored to an organization's mission, vision, values, goals, strategy, and culture. Using our proven four design themes, which are aligned with and reinforced by an organization's leadership competencies and human capital processes, we can design a range of leadership solutions.

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

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delivering results that endure

Our solution will ensure organizations **identify** the right leaders, provide them with the right **experience**, **advance** them throughout the organization, and **transform** them through immersive learning and coaching support. This comprehensive solution enables an organization to assess the effectiveness of the leadership development system against its business strategy while enabling it to think strategically about how accelerated leadership development can prepare leaders for the future.

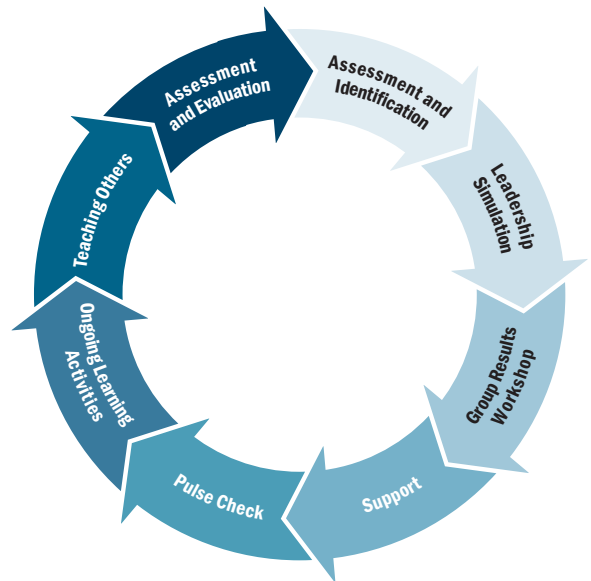
Identification and development of future leaders requires a targeted, ongoing assessment and a blended leadership development approach focused on relevant, immersive, and experiential learning. Accordingly, Booz Allen can design and develop a unique solution tailored to the needs of any organization.

By offering high-potential, high-performing employees individually tailored learning and leadership development opportunities, our solutions will facilitate the entry of future leaders into increasingly complex roles at an accelerated rate.

Representative Client Engagements

- National Reconnaissance Office
- Internal Revenue Service
- US Department of Defense
- US Navy
- US National Archives and Records Administration
- National Institutes of Health

- **Assessment and identification.** Identify high-potential leaders and collect baseline data for evaluation
- **Leadership simulation.** Conduct an exercise or “wargame” of an organizational challenge and focus on individual development
- **Group results workshop.** Provide a workshop to interpret results of assessments and of leadership simulation to develop an action plan and obtain coaching support
- **Support.** Provide ongoing peer and leader support to sustain development
- **Pulse check.** Virtually “check in” with participants on progress against action plan
- **Ongoing learning activities.** Provide learning activities, such as stretch assignments, action assignments, and project leadership aligned with competencies
- **Teaching.** Serve as teachers/facilitators for other leadership programs
- **Assessment and evaluation.** Provide potential second assessment to gauge participant progress, re-evaluation of action plans, collect and review participant feedback, and prepare recommendations for next generation of future leaders.



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