



#### 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

##### Torrey Wilkinson, Ph.D.

Lead Associate  
wilkinson\_torrey@bah.com  
919-210-3132

##### Jeffrey Herman

Associate  
herman\_jeffrey@bah.com  
301-444-4176

[www.boozallen.com](http://www.boozallen.com)

## Mission Leadership Simulations

### Cutting-Edge Solutions for Today's Leaders

Leadership development is critical for improving and sustaining organizational performance, but building individual leader competence is not enough to achieve organizational effectiveness. Organizations must take an enterprise approach that accelerates individual leader development while strategically aligning leadership development initiatives to mission and organizational structure, systems, and processes to ensure long-term effectiveness.

Leadership simulations help meet organizational challenges through mission-focused leadership development experiences that align the individual with the organization. Much like a vehicle's GPS system, mission leadership simulations supply leaders with a glimpse of what's next and provide an accelerated path to accomplish the mission at the end of the journey.

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

Booz Allen Hamilton, a leading strategy and consulting firm, helps organizations use cutting-edge mission leadership simulations to navigate through increasingly complex situations that challenge today's leaders.

Booz Allen's mission leadership simulations accelerate development by actively engaging leaders in mission-focused scenarios that demand fast-paced decisions, test current leadership limits, and result in realistic consequences. Simulated experiences are paired with critical individual feedback and support systems to complement learning and accelerate development. Our approach enables the rapid transfer of learning to the job and its sustainment over time. The experience transforms individuals into better leaders while aligning leadership development with organizational systems to better leverage the leadership capacity of the organization.



**Accelerate Development Through Simulation**

Ready for what's next. [www.boozallen.com](http://www.boozallen.com)

**Booz | Allen | Hamilton**

delivering results that endure

## Booz Allen's Mission Leadership Simulation Approach and Services

Mission leadership simulations use a three-phase process to prime leaders and systems for change, simulate complex mission-focused challenges, and support ongoing development. In each phase, Booz Allen takes both individual and organizational approaches to accelerate the leadership capacity of your organization.

### Mission Leadership Simulation Approach



### Representative Client Engagements

- Office of the Director of National Intelligence
- Internal Revenue Service
- US National Archives and Records Administration

- **Prime.** Participants assess their leadership style, strengths, and individual challenges with 360-degree feedback or leadership assessments and prepare for mission-focused simulations while also assessing the alignment between organizational leadership systems, processes, and mission requirements.
- **Simulate.** Participants engage in complex leadership simulations reflecting current and/or future mission-critical challenges. They make real-time decisions with immediate consequences that provide insight into how their leadership style interacts within the organizational system.
- **Support.** Participants receive immediate and ongoing feedback that capitalizes on insights gained through the simulation to maximize learning and implement mission-focused changes in the organization. Support systems, such as coaching or mentoring programs, are created or refined for sustainable development over time.

Our simulations can be customized to fit every organization. We offer mission leadership simulations using the following approaches:

- **Online simulations.** Leaders interact with realistic or abstract representations of real-world systems, scenarios, or processes within a computer-based environment.
- **Tabletop simulations.** Leaders perform a role or responsibility within a planned scenario that mimics their actual role or responsibility in a face-to-face or virtual real-time interaction.
- **Analog simulations.** Leaders interact with a physical depiction of a scenario managed by a set of rules in a face-to-face experiential interaction that focuses on decision making without relying on extensive modeling.

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