



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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Tailored Leadership Assessment Program (T-LAP)

Getting Your Leaders Ready for What's Next

Organizations need to move quickly to navigate increasingly complex environments and withstand impending leadership challenges. To ensure mission success, today's organizations require a valid assessment of their leaders' capabilities, managerial style, and individual potential. Research indicates that successful leaders bring more to the organization than just their prior experience; high levels of emotional intelligence, cognitive ability, drive, and aspiration are also required to lead within a dynamic and complex operational environment.

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 developing and implementing leadership assessment programs for our clients. We are ready to customize our methodology and share our intellectual capital to solve the unique leadership development challenges facing your organization.

We leverage sound research, innovative instrument construction, commercially available tools, organizational-wide culture assessments, and extensive professional expertise to provide your organization with the best assessment solutions available.

Our Tailored Leadership Assessment Program (T-LAP) selectively incorporates and develops best-fit assessment instruments to target critical leadership factors. By conducting assessments at the individual level, we identify leadership strengths and developmental needs. Likewise, our organizational-level assessments evaluate an organization's leadership culture, climate, and capacity. In combination, our individual and organizational assessments provide the foundation for other key leadership development activities, such as executive coaching, succession management, leadership training, and leadership simulations.

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

Booz | Allen | Hamilton
delivering results that endure

Booz Allen's T-LAP Expertise, Approach, and Solutions

Booz Allen brings a great deal of professional assessment expertise to your organization and will employ our T-LAP to support leadership development. We offer a cadre of trained industrial-organizational psychologists, International Coach Federation-certified executive coaches, leadership experts, and senior professionals in human resources and professionals in human resources (SPHRs/PHRs). Our staff is certified and/or qualified to administer and interpret most commercially available assessment instruments, but we also have the capability to tailor and align the application based on your organization's requirements.

Booz Allen places our client's needs first when approaching assessments by maintaining relationships with major instrument publishers. As such, we retain our objectivity and are able to select the tools that best fit the context of each client engagement. We will help you define the scope of your assessment needs and scale our T-LAP accordingly. Depending on the client situation, Booz Allen's T-LAP will capture and integrate leadership data at the individual, business unit, and/or enterprise level with respect to both mission context and goals.

At Booz Allen, we recognize that each organization has a specific leadership need uniquely aligned with its own mission. Therefore, as part of our T-LAP solution, we work in concert with your subject matter experts to administer and integrate the following instruments to improve your leadership development capability:

- Multi-source 360° feedback instruments
- Personality and emotional quotient inventories
- Assessment centers
- Mission leadership simulations
- Leadership and management style inventories
- Organizational conflict and team-building instruments
- Critical thinking assessments
- Situational judgment tests

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

Representative Client Engagements

- Internal Revenue Service
- US Nuclear Regulatory Commission
- Federal Bureau of Investigation
- US Navy (SATCOM)
- National Reconnaissance Office