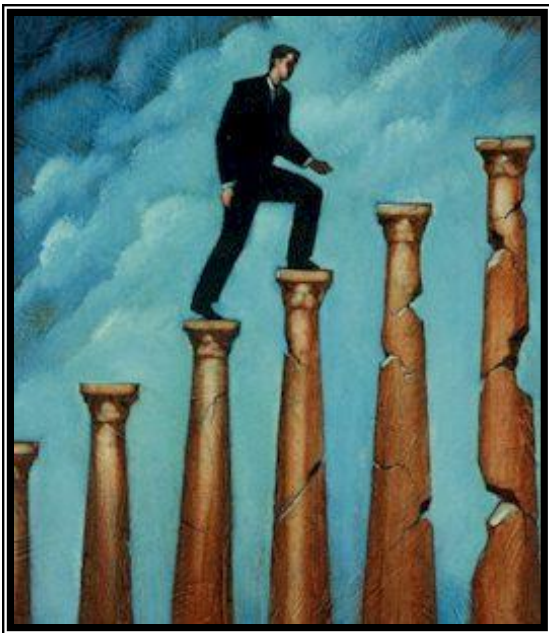


# Agility Consulting, LLC Executive Transition Services

**CHANGE** ... has become the by-line for the world in the 21<sup>st</sup> 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  
 JANE SAMPLE / ENFP  
 Page 2

**Summary of Your MBTI® Results**  
 How you decide to answer each item on the MBTI assessment 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. When the first letter is uppercase, it indicates a preference for that side of the scale. Your reported MBTI type is ENFP.

**Reported Type: ENFP**

Where you focus your attention: **E** Extraversion  
 The way you take in information: **N** Intuition  
 The way you make decisions: **F** Feeling  
 How you deal with the outer world: **P** Perceiving

**Clarity of Reported Preferences**

Extroversion: 28  
 Sensing: 1  
 Thinking: 1  
 Judging: 1

**Leadership Versatility Index (LVI)**  
 Overall Profile  
 Joan Sample  
 February 2006

Leadership Versatility 81%

**Importance For Success And Average Scores**

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 Starter	11	✓	3.27	3.00
4. Decisiveness	10	✓	3.54	2.75
5. Leading Employees	8	✓	3.66	3.86

**Behavior Summary Continued**

**Building Strategic Relationships**

Observer	1	2
Self	1	2
Peer	1	2

**Effectively builds relationships**

Observer	1	2
Self	1	2
Peer	1	2

**Effectively initiates and cultivates relationships**

Observer	1	2
Self	1	2
Peer	1	2

**Anticipate Change**

7a. Sets vision  
 7b. Rapidly change  
 7c. Can shift paradigm  
 7d. Introduces change  
 7e. Values innovation  
 7f. Flexible  
 7g. Adapts Strategy  
 7h. Adjusts focus as necessary  
 7i. Flexible

Self Rating  
 Boss Rating  
 Others Rating