

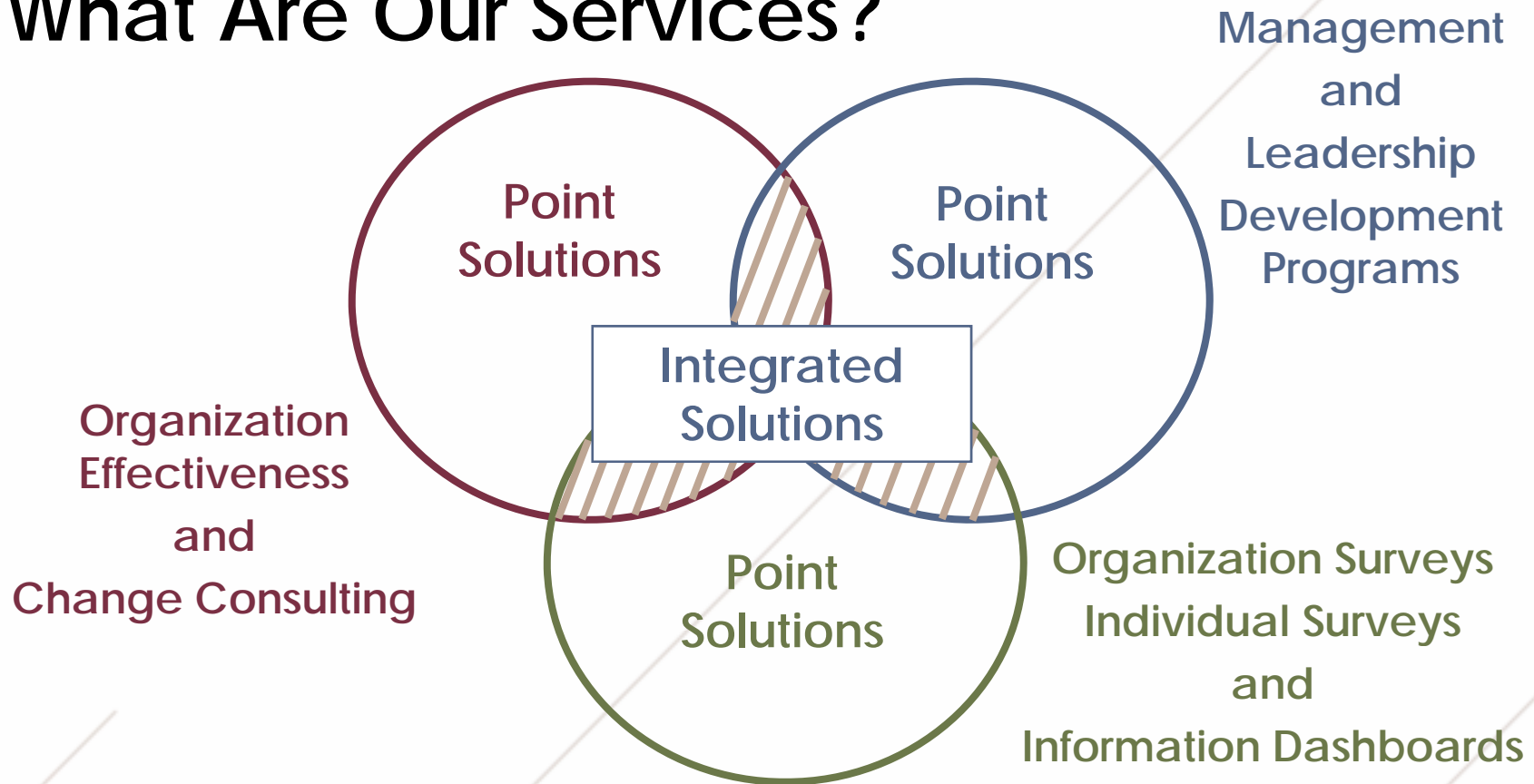


**Louis Allen Worldwide, Inc.**

## Who Are We And What Do We Do?

- A boutique organization effectiveness and organization change consulting firm
- With world-class experience and expertise
- With worldwide capability
- We help client companies drive business results through improved organization and execution

# What Are Our Services?



## Who Are Our Clients?

- Large and small, public and private organizations around the world:

Amgen

Citibank

City of Anaheim

Colgate-Palmolive

Dubai Police Dept

GE

Ford

InterContinental Hotels

Leighton Holdings (Australia)

MTC (Middle East/ Africa telecom)

Nissan

PepsiCo

Petroleos de Venezuela

Rockwell

Telecom Italia

Telkom (Indonesia)

Tolba Family (Egypt)

Varco International

## Where Do We Operate?

- Throughout North America:
  - Foster City and Irvine, California
- Worldwide delivery through carefully chosen Partner consulting firms:
  - South America
  - Europe
  - Middle East
  - Africa
  - India
  - China
  - Asia-Pacific
  - Australia

## How Do We Work?

- Senior consultants work “hands on” with your management team
- We bring expertise in organization effectiveness and change
- We facilitate *your* problem solving and decision making
- We work *with you* to implement your changes:
  - communication
  - team building
  - leadership coaching

## **For a \$12B Multi-National Consumer Products Company Driving for Competitive Advantage...**

- Designed and delivered a week-long Executive Program for top 120 executives to re-orient thinking in conjunction with an organization re-design.
- Designed and facilitated annual week-long executive conferences to reinforce strategy and launch major initiatives.
- Worked in more than a dozen major subsidiaries to ensure effective implementation of new strategy and structure,
- Worked with manufacturing and finance functions around the world to ensure global consistency in execution.

## For a \$6B Telecommunications Company Rapidly Expanding in New Markets...

- Conducted a 360° leadership survey for 800 managers (6,000+ respondents) in 21 countries and in 3 languages. Provided feedback, training, and coaching.
- Developed and provided a monthly employee engagement dashboard to more than 20 operations and more than 8 functions.
- Used survey data to support organization consulting assignments aimed at transforming operations seeking competitive superiority.

## **For a \$1B construction company growing 50%+/ year in Malaysia, Indonesia, India, the Middle East:**

- Helped management design an organization growth plan – using culture as critical input.
- Helped create meaningful Mission/ Vision/ Values as the basis for communicating the organization growth plan.
- Helped the senior team work more effectively together – using a 360° leadership survey as a focus for discussion.
- Helped design manpower planning, performance appraisal, and management development systems to support growth.

# Organization Effectiveness Consulting

- Change management
  - Operational, organizational, strategic: we help you implement change to get the results you need
- Organization effectiveness
  - Methods and facilitation that make strategy implementation real and bring execution to new levels
- Organization design
  - Our expertise and support help you align your organization to meet competitive and market challenges

# Organization Effectiveness Consulting

- Executive team building
  - Often the place where change and effectiveness improvement must begin
- Executive coaching
  - Ensuring each of you stays on top of the critical issues you are facing

# Organization Effectiveness Consulting

- Systems Implementation: the organization change component
- Mergers and Acquisitions: the human/ organizational aspects
- Downsizing: activity value analysis for downsizing and team building for re-focusing and alignment
- Re-structuring: function => product => market => geography: re-design, governance, processes and relationships
- Re-engineering: getting processes right and then getting the organization right to execute with them

## Consulting Highlights

- We work at the CEO and senior management level:
  - GE: Jack Welch
  - PepsiCo: Roger Enrico
  - Colgate-Palmolive: Reuben Mark
- We do large system change, help build HR, redesign organizations, help integrate acquisitions
- We work within functions and business units
- We can focus small or large
- We are a great alternative to “the usual”

## Organizational Surveys

- 18 standard surveys
- 2,000 items
- 65 languages
- Employee opinion surveys, 360°, Dashboards, etc.
- Custom design services
- Web-based design and delivery
- Small team surveys to world-wide employee surveys

# Standard Assessment Surveys Available

## Organizational Surveys

1. Employee Engagement
2. Strategy - Culture Fit
3. Organizational Culture
4. Organization Alignment
5. Organization Effectiveness
6. Engagement Dashboard
7. Communication Dashboard
8. Satisfaction with HR Services

## Consultant's Toolbox Surveys

1. Team Effectiveness
2. Change Capacity
3. Organization Climate
4. HR Effectiveness
5. Exit Interview

## 360° Surveys

1. Professional Management Audit
2. Extraordinary Leader
3. Extraordinary Performer
4. Professional Development Planning

## Survey Highlights

- Any size: 5 people to 50,000+ people
- Any where: US or *anywhere* in the world
- Any language: Chinese, Arabic, Russian, etc.
- Any type: opinion, 360 assessment, dashboards
- In depth analysis and consulting available
- Point solution to integrated solution
- We can compete against the “big guys”

# Management Development Programs

- Custom, semi-custom, standard programs
- 8 core programs: 1 day to 5 days
- Leadership: Extraordinary Leader
  - 360° assessment, extensive research and norms database
- Management: Profession of Management
  - Planning, Organizing, Leading, Controlling
- Available in several languages
- Train-the-Trainer available

## Development Program Highlights

- We design programs to drive your business results
- Our programs are engaging with a balance of:
  - Lecture and discussion
  - Cases
  - Learn-by-doing exercises
  - Application assignments
- Cost-effective programs for mid-level or newer managers
- We do programs around the world in many languages

## Why Work With LAW?

- World-class client experience
- Worldwide resources
- Point solutions and integrated solutions
- Senior people work directly with you
- Undertake large or small projects
- World class consulting, not out-of-this-world prices



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