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**Vangent and Chesapeake Bay Organization Development Network (CBODN) Announce  
Washington D.C. Leadership Development Certification Program**

*Third Certification Class Added for September (Sept. 15-16) Following Vigorous Response from July and August Programs*

**Chicago, IL**, September 1, 2009 – Vangent, Inc., a leading provider of results-oriented human capital and talent management solutions, and CBODN, the premier professional association for Organization Development professionals in the mid-Atlantic region, announced that based on strong demand for Vangent’s Leadership Assessment and Development Program, Vangent will host a third certification session on September 15-16, 2009 in Arlington, Virginia.

The [Vangent Leadership Development Program](#) is a robust and thorough certification program designed to provide consultants and coaches with the skills and know-how to implement a proven prescriptive-based coaching and development approach within corporate, government, NGO, and other environments. Grounded in methodical research, it goes well beyond typical sales channel certification programs. In the Vangent Leadership Development Certification Program, participants learn about the science behind two proven leadership assessments, important research on the effectiveness of these instruments in diverse environments, and key strategies for implementation in both individual and organizational applications.

As organizations pare back on hiring plans and recover from cutbacks and downsizings, pressure mounts on leaders and others in mission-critical positions to take on greater responsibilities and perform at even higher levels. To excel in this high pressure environment, it is vital that these individuals have the right mix of business-critical skills and fully understand their leadership “blind spots.” Utilizing a prescriptive, assessment-based approach to coaching and development has been found to be a highly effective means to help leaders and others quickly close skill gaps and maximize the integrity of the development planning process.

“The [LH-STEP™](#) (System for Testing and Evaluation of Potential) and CLI® (Campbell™ Leadership Index) are exceptional instruments for assessing leaders for potential, development, and multi-rater feedback,” stated Jason Whitehead, CBODN Co-Chair. “Vangent’s certification program provides consultants and coaches with a solid knowledge framework to implement these tools in a wide variety of environments.” “As leadership and organizational development practitioners fiercely compete for limited consulting dollars, it has become critical to justify the cost and time investments required for consulting engagements,” added John Correll, Vangent’s Vice President of Organizational Development. “By using a prescriptive-based approach to coaching and development, consultants come armed with a solid business case and improve their positioning in the marketplace.”

To register for this certification program to be held September 15-16, 2009 in Arlington, Virginia please contact John Correll at [john.correll@vangent.com](mailto:john.correll@vangent.com) or by phone at 972-292-1556. Additional program details can be found [here](#).

**About Vangent, Inc.**

With over 7,000 employees worldwide, Vangent, Inc. is a leading global provider of Consulting, Systems Integration, Human Capital Management, and Business Process Outsourcing services to the U.S. federal and international governments, higher education institutions, and corporations. Through Vangent’s Human Capital products and services, thousands of clients have successfully improved their workforce acquisition, development, and advancement. From industry-leading selection and hiring solutions, to best-of-breed learning, organizational development, and talent management solutions, Vangent helps clients achieve the greatest return from their human capital. For more information, please visit [www.vangent-hcm.com](http://www.vangent-hcm.com).

**About CBODN**

The Chesapeake Bay Organization Development Network (CBODN) is the premier professional association for Organization Development professionals in the mid-Atlantic region. CBODN is one of the nation’s largest and most dynamic of the Organizational Development associations. Celebrating its 25th anniversary, CBODN strives to advance the practice of OD through professional and skill development, leveraging peer relationships, networking opportunities, educational programs, Special Interest groups (SIGs), and the sharing of cutting edge OD practices. CBODN provides numerous opportunities to expand your career, build your business, or strengthen OD in your organization. [www.CBODN.org](http://www.CBODN.org)

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