



# Bolster your practice. Increase your revenue streams.

## Get Vangent Certified.

With intensified competition for limited consulting dollars, Leadership and Organizational Development Consultants must improve their positioning and differentiation in the marketplace.

Vangent invites you to attend a certification program designed to help you leverage time-tested, best-of-breed leadership assessment tools to extend your solution set, differentiate your practice, and generate recurring revenue. Become a Vangent Leadership and OD Affiliate.

### 7 Key Benefits

- Gain access to well-known talent assessments that instill client confidence and build credibility
- Earn notable extra income through a highly competitive commission structure
- Receive FREE/highly discounted training & certification\* to effectively deliver Vangent assessment solutions
- Over 40% off assessment list prices
- Receive FREE CLI® 360° and LH-STEP™ self-assessments, reports, and consultative interpretation as a program participant
- Access to top-notch marketing, service, and implementation support
- Take advantage of the Vangent brand to differentiate your practice and increase visibility

\* Free training and certification offer for October and November sessions only (Normally \$1,495 per session/per person).

### Logistics/Registration/Contact Details

**Classroom Training Phase Dates:** October 13-14, 2009 and November 10-11, 2009\*\*

**Location:** Vangent, Inc.  
1 North Dearborn Street, Suite 1600  
Chicago, IL 60602  
[Map It](#)

**To Register or for More Information:** John Correll, *Vice President, Organizational Development*  
972-292-1556 or [john.correll@vangent.com](mailto:john.correll@vangent.com)

### Certification Program Details

**Phase 1** Course pre-work (introductory materials and pre-reading; assessment completion)

**Phase 2** Classroom training (fundamentals & developmental application of assessment results)\*\*

**Phase 3** Post-training webinar (advanced application)

**Phase 4** Certification exam (Practicum and exam completion)

\*\* Classroom training phase consists of two, consecutive partial days beginning at 10:30 a.m. local time on the first day and ending by 2:30 p.m. local time on the second day.

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## About the Leadership Assessments

The LH-STEP™ is a comprehensive assessment battery designed and validated to help assess the skills, abilities, and potential of higher-level personnel. Perhaps the most versatile instrument of its kind, the LH-STEP can be used for selection, promotion, development, and benchmarking. Deeply rooted in science, beginning with its development by psychologists at The University of Chicago's Human Resource Center, the LH-STEP has an impressive track record:

- Validated in more than 90 distinct studies — an unparalleled feat in the industry
- Tens of thousands of administrations
- Backed by over 40 years of research
- Relevant to entrepreneurial and corporate executive effectiveness with data on *Fortune 500* and *Inc. 500* CEOs
- Public sector applications for local, state, and federal governments

### Benefits of the LH-STEP

- Select the most qualified persons into the organization
- Gauge promotability to management and leadership positions
- Identify skill gaps, opportunities for development
- Develop talent and succession management plans



The Campbell™ Leadership Index (CLI®) is a robust 360° leadership feedback tool that helps measure personal characteristics that are directly related to the nature and demands of leadership. Developed by renowned psychologist, Dr. David Campbell, the CLI survey can be used for individual development and coaching or as part of organization-wide efforts to assess and benchmark leadership talent as a collective resource.

### Benefits of the CLI

- Highly actionable developmental planning — a key consultant benefit that serves as a catalyst for wrap-around services
- Well-accepted — Used in small, medium, and large sized organizations, across a broad cross-section of industry, government, and academia
- Robust, thorough, and easy to understand reporting
- Well-established — Normed on higher-level talent and their observers across 30 samples
- Web-enabled multirater administrator's site along with Internet-based administration, scoring, tracking, and reporting capabilities

## What Others Had to Say About the Program

*"The most well developed and professionally facilitated training I've ever attended."*

– OD Consultant and Adjunct Professor at University of Michigan

*"Well organized and right on point; I learned so much!"*

– Executive Coach at a boutique consulting firm

*"I am so appreciative for this opportunity; look forward to establishing our relationship further!"*

– OD Practitioner and former F500 HR Executive

*"Light years beyond any other assessment-based certification program in the entire industry!"*

– OD Executive and experienced Executive Coach