



Louis Allen Worldwide, Inc.

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Louis Allen Worldwide, Inc. Fourth Quarter 2006 Newsletter

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A Message from Tony: 2006 Review & 2007 Plans

We entered 2006 with three basic objectives: (1) Grow our revenues, (2) Improve our profitability, and (3) Strengthen our service delivery capability. We are pleased to report mission accomplished. We grew our revenues by 58%, increased our profit margins to the target level, and we added additional talented support staff. We served 35 clients worldwide, some with multiple projects. Of the 35 clients, 23 were repeat clients in a variety of industries such as banking, biotechnology, chemicals, construction, government, high technology, home building, manufacturing, and telecommunications.

In 2006 we had many road warriors in our staff. Our work took us, in addition to several cities in the US, to Argentina, Australia, Bahrain, Brazil, China, Dubai, Egypt, France, Hungary, India, Indonesia, Italy, Jordan, Kuwait, Poland, Saudi Arabia, Spain, and Turkey. This travel reflects both our global reach and the extensive partner network we have in place.

We enter 2007 with three new objectives: (1) to scale up our support to clients and strategic partners, (2) to Expand our global network, and (3) to continue growing our revenues and profitability. Our investment in new staff should pay big dividends in client and partner satisfaction as well as in our ability to handle a larger workload. In our October worldwide meeting, we committed ourselves to the development and deployment of an international consultants' network capable of effectively managing global consulting projects. Our current pipeline has enough backlog and high probability projects to provide us with sufficient growth opportunities.

We are set and ready to start the New Year. But, to achieve our goals, we must ensure that our execution is flawless and that our key processes be streamlined. At our annual planning meeting, we have identified those key processes that are lacking or need improvement and assigned the appropriate responsibility to each of us to get them done. It will not be easy, but success is within our grasp. We are blessed by the support and loyalty of our key clients and fortunate enough to be well positioned for continued growth.

I want to express my sincerest appreciation to our clients for the opportunity to serve, and to our staff for their dedication and professionalism. Louis Allen Worldwide will celebrate its 45th anniversary in 2007. This is quite an accomplishment in today's world!

It has been said that some companies are built to last while others are not. I am proud to be associated with a firm that indeed was built to last. Our challenge is to continue to advance the firm.

Updated Contact Information

Department	Name	Email	Telephone Number
Surveys	Anne Sinha	asinha@louisallenworldwide.com	1 650 356 1634
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Administration	Amber Potter	apotter@louisallenworldwide.com	1 650 356 1620

Question/comments on the newsletter or wish to contribute stories for this newsletter? Please contact Anne Sinha (email: asinha@louisallenworldwide.com and phone: +1 650 356 1634).

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Global Benchmarking Project

The Global Benchmark Project (GBP) is just about ready for prime time!

We previewed the concept at our annual Partners' Meeting in Spain in October and received very enthusiastic response for the idea. Over the last 3 months, we have been refining our thinking and developing the data collection process.

The data collection instrument is now being reviewed by experts in organization effectiveness as well as by our Partners to ensure it will "play well" around the world. We are working on details of the execution process that will be required and we will be reviewing that work with our Partners very soon.



This is an exciting project! Based on input from our Partners, we believe we will be able to sign up more than 100 companies around the world to participate. The goal of this

Project is to establish global benchmarks for management practices and processes. This benchmark data can then be used by our Partners, both as a product to sell and as a marketing tool to develop new business. LAW also intends to publish a book from this data. We invite our Partners to publish articles in their regional business press to provide further legitimacy and marketing horsepower around the world.

We are offering this project at a greatly reduced cost because we believe this Project offers tremendous upside potential for all of our businesses. In the global marketplace today, there is no readily available global benchmark data that offers executives and managers insight into whether their management practices and processes are supporting or impeding their business results.

The GBS is built on the solid foundation of the Allen Management System (AMS), with Planning, Organizing, Leading and Controlling being prominent elements of data. We have “super-charged” this set of concepts by not only focusing on management practices (the point of the AMS), but also focusing on management processes that relate to strategy, operations, and people management. We lean heavily on the thinking in recent books such as “Built to Last” (Collins and Porras), “Good to Great” (Collins), and “Execution: The Discipline of Getting Things Done” (Bossidy and Charan).

We named this framework, “The X-Factor Framework,” because it includes a third, critical component of organization effectiveness (the “X” factor): culture. Our view is that candor and discipline are critical cultural components required for an organization to be effective.

Altogether we will gather data on the above organizational factors and we will gather data on the financial results of the participating companies. We believe there will be much to be learned from this data.

Over time, we expect to repeat this Global Benchmark Study every 18-24 months, to refresh the data and add new companies into the database.

If you have any questions on this project or if you wish to find out more about participating in this project, please contact JP Miller at +1-650-851-2450 or at jpmiller@louisallenworldwide.com.

Product News Discipline of Management



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Program Description

This program gives new managers and supervisors the skills to become more effective supervisors by focusing on the fundamental knowledge, skills, and abilities that assure success. This program is directly related to the Profession of Management with special emphasis on work planning, performance management, and leadership

skills so critical for front-line success.

Program Goals

Participants will leave with:

- The concepts and tools necessary to be a successful supervisor
- Understanding a logical and integrated supervision system
- Plans that will lead to better individual and group performance
- Stronger leadership skills
- Unit standards the measure important performance outcomes
- The knowledge and skills that contribute to business results

Target Audience

Supervisors, anyone with direct responsibility for front-line employees.

Program Delivery

This four-day program is delivered utilizing brief presentations, group discussions, case studies, skill practice sessions, and participant exercises. An emphasis is placed on post-workshop application and skill transference.

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New Faces in Foster City

Our staff continues to grow! Three new team members have joined us in our headquarters office and one of our closest partners is visiting for three months. Join us in welcoming these friendly new faces:



Amber Potter-Carlson will be helping us scale up our support to partners and clients as an Administrative Assistant. Amber's prior experience is in the real estate title, staffing, and retail industries and she has strong administrative skills and organizational skills. Amber can be reached at apotter@louisallenworldwide.com or +001-650-356-1620.



Anne Sinha joins us as Client Services Director. In this newly created role, Anne is tasked with improving and advancing our assessment practice and managing relationships with clients and partners. Anne's professional experience includes a particular emphasis on online research in a variety of industries. Most recently, Anne was a Technical Account Manager for FIRM, (the provider of our Confirmat assessment software), where she managed large scale projects with clients such as Accenture, Caterpillar, Google, HP, and of course Louis Allen Worldwide. Anne can be reached at asinha@louisallenworldwide.com or

+001-650-356-1634.



Swee Hoon Ong is our new Survey Analyst Intern. Swee Hoon is in the US from her native Malaysia completing a Masters in Organization Development (MSOD) from Pepperdine University. Swee Hoon's 8 years with Motorola included a variety of roles in human resources, leadership, learning, and performance management. Swee Hoon can be reached at shong@louisallenworldwide.com or +001-650-356-1620.



Francisco (Chesco) Montes is a visiting member of our assessment team for Q1 2007. Many of our partners know Chesco, as he is a certified program leader for all Louis Allen products. Chesco has extensive knowledge and experience with curriculum development, training, e-learning, and human resources management. During his time in the US, Chesco will assist us in developing a formal assessment certification process for our partners worldwide. Chesco can be reached at fimgpp@gmail.com or +001-650-356-1620.

In addition to this formidable new talent, **Sheryl Axline** and **Mazen Alawar** continue in their existing roles in the assessment practice. We are excited to be part of a growing team.

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Survey certification

Chesco Montes and Sheryl Axline are currently working on assembling a formal survey certification program for our partners worldwide. Going forward, this program will be required for every consultant that will work with Louis Allen Worldwide's survey capabilities.

Program Goals

To provide consultants with the basic knowledge required to work effectively with Louis Allen Worldwide's assessment team.

Topics will include:

- Survey basic concepts
- The role of diagnostics within consultancy work
- When and why to use Louis Allen Worldwide's survey products
- How to use Louis Allen Worldwide's survey products
- Assessment process and survey features

Target Audience

Consultants and survey administrators at our partners.

2007 Calendar of Events

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January 2007		
<i>Date</i>	<i>Location</i>	<i>Certification Session</i>
Monday January 20, 2007 - Wednesday, January 24, 2007	Kuwait City, Kuwait	Extraordinary Leader Extraordinary Performer
March 2007		
Wednesday, March 28, 2007 - Saturday, March 31st, 2007	Foster City, California (USA)	Profession of Management
April 2007		
Monday April 2, 2007 - Tuesday, April 3, 2007	Foster City, California (USA)	Extraordinary Leader
Wednesday, April 4, 2007	Foster City, California (USA)	Extraordinary Performer
June 2007		
Tuesday, June 12, 2007 - Friday, June 15, 2007	Foster City, California (USA)	Survey Certification
October 2007		
Wednesday, October 3, 2007 - Friday, October 5, 2007	Cairo, Egypt	Worldwide Partners Meeting

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