the tools you need to LEAD

LOMINGER’S LEADERSHIP ARCHITECT® SUITE 2006-2007 Catalog
Experience-tested, research-based, and integrated, Lominger’s LEADERSHIP ARCHITECT® Suite is a comprehensive tool set that can be customized to fit any organization’s culture or way of operating.

Organizations choose the tools they need from a full suite of content solutions that includes printed and software products as well as intellectual property licenses.

Based on 67 Competencies and 19 Career Stallers and Stoppers (further grouped into 26 Clusters and 8 research-based Factors) and 10 Universal Performance Dimensions, the tools in the Suite can be used for everything from job profiling, selection, and training to performance management, individual development, team development, succession planning, and more.

Each tool stands on its own and is designed to accomplish a specific task. Since the Suite is integrated, each tool can also work in concert with the other products via the LEADERSHIP ARCHITECT® Competencies.
Robert W. Eichinger  
**Cofounder, Chief Executive Officer**

Co-creator of The LEADERSHIP ARCHITECT® Suite, Bob Eichinger has provided one-on-one development and feedback consulting—both as a practitioner inside organizations and an international consultant outside organizations—with more than 1,000 managers and executives during his 40+ year career. Considered an industry thought leader, he is a frequent speaker on the topic of leadership for companies, associations, and professional groups.

Michael M. Lombardo  
**Cofounder, Research Fellow**

Along with Bob Eichinger, co-creator of The LEADERSHIP ARCHITECT® Suite and co-founder of Lominger Limited, Inc., Mike Lombardo has written over 20 products for the Suite, including FYI For Your Improvement™, The Leadership Machine, CAREER ARCHITECT®, CHOICES ARCHITECT® AND VOICES®. Mike spent 15 years at the Center for Creative Leadership as director of research where he co-authored The Lessons of Experience, a study of executive success and derailment; he co-authored BENCHMARKS®, a 360° feedback instrument; and also co-authored the LOOKING GLASS® simulation. Mike has won four national awards for research on managerial and executive development.
Competencies are the universal common denominator, driving much of the work and performance in an organization. Lominger’s LEADERSHIP ARCHITECT® Suite is fully integrated around the LEADERSHIP ARCHITECT® Competency Library, allowing you to use any of the tools in the Suite and maintain a common language for leadership and development across processes, solutions, and applications.
# The LEADERSHIP ARCHITECT® Suite

## A Foundation of Best Practices
- 100 Things You Need to Know Book  
- 50 More Things You Need to Know Book  
- The Leadership Machine Book

## The LEADERSHIP ARCHITECT® Competency Library
- LEADERSHIP ARCHITECT® Sort Cards  
- LEADERSHIP ARCHITECT® Sort Card 4.1b Edition Upgrade Kit  
- LEADERSHIP ARCHITECT® Sort Card Quick Reference Guide  
- LEADERSHIP ARCHITECT® Research and Interpretation Placemats  
- SUCCESS PROFILE ARCHITECT™ (SPA)  
- LEADERSHIP ARCHITECT® Content Translations

## Coaching and Development
- FYI For Your Improvement™ 4th Edition Book and Plans Online  
- CAREER ARCHITECT® Development Planner 4th Edition Book  
- CAREER ARCHITECT® Development Placemats  
- Broadband Talent Management™: Paths to Improvement Book  
- YOU: Being More Effective in Your MBTI® Type Book  
- YOU—LEADERSHIP ARCHITECT® Development Supplement  
- YOU—LEADERSHIP ARCHITECT® Placemat

## 360° Feedback
- VOICES®—with Development Tracker™

## Performance Management
- Oracle PeopleSoft® Enterprise ePerformance Module  
- SuccessFactors Performance Manager™  
- PERFORMANCE MANAGEMENT ARCHITECT®

## Interviewing
- INTERVIEW ARCHITECT® Professional Handbook and Online Software  
- INTERVIEW ARCHITECT® Express Interviewer's Kit  
- INTERVIEW ARCHITECT® Express Handbook and Online Software

## Organizational and Team Effectiveness
- STRATEGIC EFFECTIVENESS ARCHITECT™ Sort Cards  
- FYI For STRATEGIC EFFECTIVENESS ARCHITECT™ Book  
- CHANGE!ABLE ARCHITECT®  
- TEAM ARCHITECT®

## Succession Planning and High Potentials
- CHOICES ARCHITECT® Talent Management Tool Set  
- FYI For Talent Management™ Book  
- Learning From Experience™ (LFE) Interview Guide

## Learning Enhancement Tools
- LEARNING ARCHITECT® Tool Set

## Resources and Services
- Intellectual Property Licenses  
- Lominger Consulting, Inc. (LCI)  
- Lominger Alliances  
- Lominger’s Global Survey Center (LGSC)  
- Applications Training—Events and Courses

## Format Grid

<table>
<thead>
<tr>
<th>Format</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications training</td>
<td>56-57</td>
</tr>
<tr>
<td>Sort card deck format</td>
<td>58</td>
</tr>
<tr>
<td>Electronic format</td>
<td>59-60</td>
</tr>
<tr>
<td>Intellectual property license</td>
<td></td>
</tr>
<tr>
<td>Book or paper format</td>
<td></td>
</tr>
</tbody>
</table>

## Order Information

1. Applications training
2. Sort card deck format
3. Electronic format
4. Intellectual property license
5. Book or paper format
Lominger provides resources needed to facilitate the development of effective leaders. Use these materials to gain insight on how to get the best from your people, to make successful development part of your organization’s culture and legacy, and to form the foundations for best practice implementation of research-based tools.

The resources provided to lay the foundation for research-based leadership development include:

- *50 More Things You Need To Know: The Science Behind Best People Practices for Managers & HR Book*
- *100 Things You Need To Know: Best People Practices for Managers & HR Book*
- *The Leadership Machine Book*
In 100 Things You Need to Know, three internationally recognized experts in human capital management provide the research behind the best people practices in an easy-to-read and easy-to-reference format.

GET THE ANSWERS TO DOZENS OF PEOPLE MANAGEMENT QUESTIONS

You’ll get the answer to these and dozens more provocative people management questions:

• Are grades an indicator of performance as a manager?
• What is the fastest growing minority in the U.S.?
• What advantage do good-looking people have as candidates?
• Is IQ or EQ a better predictor of managerial success?
• How accurate are formal performance appraisal ratings?
• What’s the best development path for high potentials?

Discover the research behind the best people practices

100 Things provides research, discussion, and a “so what” section (that tells you what best practices to follow as a result of the research) on the full range of HR people issues you deal with all the time—change management, HR effectiveness, measurement, campus recruiting, career development, feedback, selection, pay practices, and more.

HR practitioners and educators are using 100 Things:

• As a self-survey—to test their own knowledge of the research behind the best people practices
• To determine the knowledge base of an HR team
• To help enlighten and build personal credibility with line customers
• To provide science to support strategic recommendations
• As discussion openers—in the classroom, lunchroom, and boardroom

PRICING

100 Things You Need to Know: Best People Practices for Managers & HR Book

#01024 100 Things You Need to Know: Best People Practices for Managers & HR Book

$39.95 ea.
Like the first Volume 50 More Things You Need To Know (Volume II) is a resource to empower managers and HR professionals – providing not just the answers but also the research behind the answers to touch questions in today’s work world. Following the quiz format of 100 Things, 50 More Things covers topics such as corporate culture, environmental friendliness, outsourcing, corporate governance, and business strategy.
The Leadership Machine
Michael M. Lombardo, EdD and Robert W. Eichinger, PhD

The Leadership Machine was designed to help you and your organization produce successive waves of take-your-breath-away managers and leaders—and give you and your organization a competitive edge. Mike Lombardo and Bob Eichinger wrote The Leadership Machine after countless requests from people who heard their presentations on leadership development.

THE BOOK ON LEADERSHIP DEVELOPMENT
The Leadership Machine is an easy-to-read handbook that’s useful at every stage of individual, supervisory, management, and executive development. The book provides what you need to know to develop yourself and others; describes the best practices in succession planning, 360° feedback, development systems, and assignment management; and reviews the research of successful—and unsuccessful—applications.

The Leadership Machine was designed for:
- Anyone interested in how people and leaders grow
- Human Resource professionals who want to be strategic business partners
- Supervisors and managers who want to be better developers and coaches
- Legacy leaders who want to win and leave their mark on the organization
- Individuals who want to grow and prosper

Note: The book is free of plugs for Lominger Limited, Inc. products. However, all of the products could be used to power your own or your firm’s Leadership Machine.

Excerpts from The Leadership Machine:
“No one knows what specific challenges we will face in 2020, but we have a strong idea of what the leaders who can meet them will look like and how they will get to be that way.”

“Competencies are the universal common denominator—they drive much of work and performance.”

“Success isn’t just a matter of piling up wins. Quite often, it’s the wins that derail careers.”

“If self-knowledge is the foundation of success, then the right on-the-job experiences are the building.”

“Everyone wants to know the secret of success and there is one. It’s called: Continuously learning to do what you don’t know how to do.”

“The current state of development should give us all heartburn.”

PRICING
The Leadership Machine Book
#01023  The Leadership Machine Book
1–9 $39.95 ea.  10–49 $35.95 ea.
50+ $29.95 ea.
The LEADERSHIP ARCHITECT® Competency Library forms the basis for integrating all of the tools and solutions in the LEADERSHIP ARCHITECT® Suite of products and processes. The 67 positive Competencies, 19 Career Stallers and Stoppers, 10 Universal Performance Dimensions, and 7 International Focus Areas represent information gleaned from multi-year studies and longitudinal research. These studies focused on how and why some executives gain success while others derail their careers.

The LEADERSHIP ARCHITECT® Competency Library tools include:

- LEADERSHIP ARCHITECT® Sort Cards
- LEADERSHIP ARCHITECT® Sort Cards 4.1b Edition Upgrade Kit
- LEADERSHIP ARCHITECT® Sort Cards Quick Reference Guide
- LEADERSHIP ARCHITECT® Research and Interpretation Placemats
- SUCCESS PROFILE ARCHITECT™ (SPA)
- LEADERSHIP ARCHITECT® Content Translations
LEADERSHIP ARCHITECT® Sort Cards

Competencies in the LEADERSHIP ARCHITECT® Suite provide a common language to help you identify the skills and behaviors needed to succeed. For many organizations, this affordable and easy-to-use card deck marks the beginning of a commitment to competency-based human resource processes.

BUILDING CRITICAL DEVELOPMENT SKILLS

The LEADERSHIP ARCHITECT® Sort Card Deck is made up of single cards devoted to each of 67 LEADERSHIP ARCHITECT® Competencies and 19 Career Stallers and Stoppers (the Competencies and Stallers and Stoppers are further grouped into 26 Clusters and 8 research-based Factors which are noted on each card) and 7 International Focus Areas. On the front side of each card is the competency definition (the “skilled” picture); on the back of each card are the “unskilled” and the “overused skill” (using a skill too much) definitions.

The card decks can be used for:

- Competency modeling
- Conducting performance appraisals and initiating performance improvement programs
- Gap analysis
- Managing individual development and providing individual performance feedback
- 360° evaluation
- Evaluating a team
- Assessing interview candidates and matching people to job requirements

Pricing

LEADERSHIP ARCHITECT® Sort Card Decks version 4.1b

<table>
<thead>
<tr>
<th>Code</th>
<th>Language</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>#01010</td>
<td>English</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01050</td>
<td>French</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01048</td>
<td>German</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01046</td>
<td>Spanish</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01052</td>
<td>Italian</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01062</td>
<td>Chinese Simplified</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01060</td>
<td>Chinese Traditional</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01064</td>
<td>Japanese</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01058</td>
<td>Dutch</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01056</td>
<td>Portuguese (Brazil)</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01034</td>
<td>Polish Paper Card Deck (version 3.1a)</td>
<td>$75.00</td>
</tr>
<tr>
<td>#01038</td>
<td>Russian Paper Card Deck (version 3.1a)</td>
<td>$75.00</td>
</tr>
</tbody>
</table>

Instructions (Quick Reference Guides) available separately; see page 11.

Intellectual Property License

An intellectual property license for the LEADERSHIP ARCHITECT® Sort Cards is available for your organization’s internal use. In addition to English, licenses are available in Chinese Simplified, Chinese Traditional, Dutch, French, German, Italian, Japanese, Polish, Portuguese (Brazil), Portuguese (Portugal), Russian, Spanish, and Thai. E-mail licensing@lominger.com for more intellectual property license information.

Applications Training

While certification is not required to purchase this tool, Lominger offers several applications courses and training events (including a LEADERSHIP ARCHITECT® 101: Understanding Competencies Workshop) that we recommend to those new to the suite. (See the Events and Courses section of our Web site www.lominger.com for more information.)
Many have used Lominger Competencies for years to help identify skills and behaviors needed to succeed. Our latest version of the LEADERSHIP ARCHITECT® Sort Card Deck contains our 67 Competency and 19 Career Staller and Stopper sort cards, and now also includes 7 International Focus Area cards to help organizations identify skills for global success.

LEADERSHIP ARCHITECT® SORT CARDS 4.1b EDITION UPGRADE KIT

For customers with large quantities of earlier versions of the LEADERSHIP ARCHITECT® Sort Cards, a supplement is now available with cards for each of the 7 International Focus Areas and a new box so that you can upgrade your existing decks to match the new version. These LEADERSHIP ARCHITECT® Sort Card Supplements (in English only) are offered for a limited time.

LEADERSHIP ARCHITECT® SORT CARDS QUICK REFERENCE GUIDE

The new Quick Reference Guide is a user-friendly, easy-to-follow color guide offering step-by-step instructions on the most common card sorts (including how to use the International Focus Area cards), as well as how to utilize tally sheets, and effective ways to formulate group card sort results. This 24-page guide is approximately 8½” x 11” with a glossy cardstock cover—just the right size to slip into your briefcase when you’re on the go!

A .pdf version of the Quick Reference Guide instruction booklet in English is also available at no charge in the Download area of the Lominger.com Web site. You can order additional full-color copies of the LEADERSHIP ARCHITECT® Quick Reference Guide online for $9.95 each at Lominger.com.
LEADERSHIP ARCHITECT®
Research and Interpretation Placemat

Our two-page Research and Interpretation Placemats feature double-sided illustrations that depict supporting research and interpretation guidelines for using the Competencies, Career Stallers and Stoppers, Clusters, and Factors in the LEADERSHIP ARCHITECT® Suite.

TWO FORMATS, MULTIPLE USES

The two-page Research and Interpretation Placemats are available in laminated color pages and in black-and-white worksheet sets. The laminated version is helpful for HR practitioners who are certified in or who regularly use the LEADERSHIP ARCHITECT® Suite, or for any line manager/professional who is being introduced to competencies for profiling, feedback, and development.

The black-and-white paper worksheet sets are helpful for any person receiving VOICES® 360º feedback or completing a self-assessment using the LEADERSHIP ARCHITECT® Sort Cards so they can identify themes from their strengths and development needs.

The Research and Interpretation Placemats include:

LIBRARY STRUCTURE
- Competencies and Stallers and Stoppers grouped by the 26 Clusters and 8 research-based Factors (the Factor analysis was derived from Lominger's Norms and Validity Study)

DEVELOPMENTAL DIFFICULTY
- Degree of developmental difficulty associated with learning or enhancing each competency

CAREER FLOW RESEARCH
- Competencies most significant with performance and promotion with each organizational level—individual contributor, manager, and executive

DIAGNOSTIC MAP
- Competencies most significant with performance and potential across levels that are in short supply—"The Big 8," competencies most associated with learning agility from CHOICES ARCHITECT®, or competencies with EQ—Emotional Quotient

PRICING

LEADERSHIP ARCHITECT® Research and Interpretation Placemats
- Two-page color version, laminated
  $30.00/each two-page set
  #01030 English Research and Interpretation Placemat
- $100.00/each pack of 25 black-and-white, two-page sets
  #01031 English Research and Interpretation Placemat
  #01042 French Research and Interpretation Placemat
  #01043 German Research and Interpretation Placemat
  #01045 Italian Research and Interpretation Placemat
  #01044 Spanish Research and Interpretation Placemat

Now available! Research and Interpretation Placemats in Dutch, Portuguese (Brazil), Chinese, Chinese Simplified, and Japanese.
SUCCESS PROFILE ARCHITECT™ (SPA)

SUCCESS PROFILE ARCHITECT™ lets you create unique competency profiles for jobs in your organization using our pre-loaded research and expert-based profiles as building blocks. The tool can be used in conjunction with the INTERVIEW ARCHITECT® Online Software or as a stand-alone subscription product.

CREATE YOUR OWN COMPETENCY PROFILES
A Web-based subscription tool, SUCCESS PROFILE ARCHITECT™ lets users merge multiple research or expert profiles to estimate competency models that can be used for individuals, jobs, roles, teams, or organizations. Profile types include function, job type, values, strategic drivers, and others.

SUCCESS PROFILE ARCHITECT™ can also be used:
- To develop profiles to serve as the foundation for interview guides for selection processes and various other applications
- To create draft and final competency profiles with groups like expert panels, subject-matter experts, leaders, incumbents, etc.
- For in-house practitioners who are asked to draft profiles for key jobs, assignments, or other executive development activities
- To store organizational competency profiles
- To compare multiple profiles to each other for similarities or differences
- For succession planning and “assignmentology” (SPA can be used to determine the most likely competencies a potential job might require and which ones would be useful for developing a high potential.)
- For your own custom competencies (Create Custom Competencies feature lets you develop, number, and name new competencies, and provide skilled, unskilled, and overuse definitions for them.)

APPLICATIONS TRAINING
Although certification is not required to purchase this tool, we do offer instruction in its use if you purchase SUCCESS PROFILE ARCHITECT™ as a stand-alone subscription product. If you purchase both SUCCESS PROFILE ARCHITECT™ and INTERVIEW ARCHITECT® Online Software, you will be trained in its use at the certification (required) for INTERVIEW ARCHITECT®. (See the Events and Courses section of our Web site www.lominger.com for more information.) We offer frequent product demonstrations. Call 952-345-3610 for availability.

PRICING
SUCCESS PROFILE ARCHITECT™ Subscription
#16011 SUCCESS PROFILE ARCHITECT™
Annual Subscription
$7,500.00/year per company
(unlimited use/access)

#16012 SUCCESS PROFILE ARCHITECT™
Renewal Subscription (Renewable each year on the anniversary date of your subscription)
$7,500.00/year per company
(unlimited use/access)
LEADERSHIP ARCHITECT® Content Translations

Do you have an existing competency model but none of the development tools to fully allow you to leverage your investment?

Lominger can help you take your organization’s internally developed assessment tools, competency models, or values and translate these into the LEADERSHIP ARCHITECT® Competencies. This translation allows you to leverage the full suite of Lominger products without having to start from scratch, whether it’s for our research-based develop-in-place assignments, our FYI For Your Improvement™ Development remedies, or to help you identify what Learning Agility looks like in your own company’s language.

The translation then allows you to translate easily and quickly between each of these LEADERSHIP ARCHITECT® Suites:

- CHOICES ARCHITECT®
- LEARNING TACTICS™, LEARNING PROFILE™, and LEARNING SKILLS™
- TEAM ARCHITECT®
- ORGANIZATIONAL CULTRIBUTE ARCHITECT®
- CHANGE!ABLE ARCHITECT®

These custom translations can be developed by one of our product development experts for a fee. Contact our business office for more information: business_office@lominger.com.

For information regarding other non-Lominger instruments that are available to be translated to Lominger’s LEADERSHIP ARCHITECT® Competencies (i.e. CCL’s Benchmarks), please contact the business office.

APPLICATIONS TRAINING
Certification in restricted products is required to purchase this tool. (See the Events and Courses section of our Web site www.lominger.com for more information.)
Coaching and Development

We created our development tools for use by Human Resource professionals, coaches, mentors, and feedback givers helping others work on their development. The tools are also used by bosses, supervisors, and managers coaching someone who works with or for them, and by individual learners working on their own development.

LEADERSHIP ARCHITECT® coaching and development tools include:

- *FYI For Your Improvement™* 4th Edition Book and Plans Online
- CAREER ARCHITECT® Development Planner 4th Edition Book
- CAREER ARCHITECT® Development Placemat
- *Broadband Talent Management™* Book
- *YOU: Being More Effective in Your MBTI® Type* Book
- *YOU: Being More Effective in Your MBTI® Type* Individual Chapters
- *YOU—LEADERSHIP ARCHITECT® Development* Supplement
- *YOU—LEADERSHIP ARCHITECT® Placemat

® MBTI is a registered trademark of the Myers-Briggs Type Indicator Trust.
FYI For Your Improvement™ 4th Edition Book and Plans Online

Michael M. Lombardo, EdD and Robert W. Eichinger, PhD

A complete and easy-to-use development and coaching tool for lifelong improvement, FYI For Your Improvement™ features thousands of tips for developing any of the LEADERSHIP ARCHITECT® Competencies, Career Stallers and Stoppers, PERFORMANCE MANAGEMENT ARCHITECT® Dimensions, and seven International Focus Areas.

A DEVELOPMENT AND COACHING GUIDE FOR LEARNERS, MANAGERS, MENTORS, AND FEEDBACK GIVERS

Designed for use by any motivated person with a development need, FYI For Your Improvement™ is the result of over 50 years of research and experience. To use FYI, simply select the competency that needs improvement and review the chapter where that competency is discussed. Each competency chapter provides:

- An unskilled, skilled, and overuse definition of the competency
- Possible causes for why there is a development need in this area
- A map explaining why the competency is important
- 10 or more tips for building the competency
- Book and audiotape suggestions
- Quotes that may prompt inspiration or reflection

PRICING

FYI For Your Improvement™ 4th Edition Book

#11025 English
#11029 Spanish
#11026 French
#11027 German
#11032 Italian
#11060 Chinese Traditional
#11061 Chinese Simplified
#11062 Japanese

1–49 $75.00 ea. 50–99 $70.00 ea. 100+ $65.00 ea.
PRICING

FYI For Your Improvement™ Plans Online (English)

#16020 FYI For Your Improvement™ Plans Online
First year set-up fee:
$3,000.00 (includes first 50 plans—a $1,500.00 value)

#16021 FYI For Your Improvement™ 1–250 plans $30.00 ea.
251–1,000 plans $25.00 ea.
1,001–2,500 plans $20.00 ea.
2,501–7,500 plans $15.00 ea.
7,501 + plans $10.00 ea.

#16022 FYI For Your Improvement™ Renewal Subscription
(Renewable each year on the anniversary date of your subscription)
$2,000.00/year (Note: While used and unused plans carry forward, the renewal subscription does not include any plans.)

A fast and easy way to create development plans online

Discover how to quickly align research-based development plans with the LEADERSHIP ARCHITECT® Competencies you use for job profiling, self-assessment, and 360° feedback.

Our user-friendly, Web-based solution for making development planning material available to anyone in your organization, FYI For Your Improvement™ Plans Online let you create development plans online using 4th Edition content. Two additional features include the capability to personalize the tips and add notes to any section of your plan.

Users have 90 days to finalize the needs selected for inclusion in their development plan. After 90 days a plan is “locked down” which means that additional needs cannot be added. A user can, however, continue to update the content for the needs selected and keep track of progress using the notes section. Once a plan is created, it is saved and can be accessed by the user as often as needed. Development plans can be saved, printed, and/or downloaded/e-mailed by the user.

INTELLECTUAL PROPERTY LICENSE

An intellectual property license for FYI For Your Improvement™ 4th Edition Book is available for your organization’s internal use in English, French, German, Italian, Spanish, Chinese Simplified, Chinese Traditional, and Japanese. E-mail licensing@lominger.com for intellectual property license information.

Michael M. Lombardo, EdD and Robert W. Eichinger, PhD

The CAREER ARCHITECT® Development Planner 4th Edition Book was created for deeper and more expert development initiatives. The content provides expertise and in-depth research to more fully leverage the experiential nature of how development works.

A FOCUS ON LONG-TERM DEVELOPMENT

Each chapter provides the same development content as the FYI For Your Improvement™ Book with four additional research-based learning sections that focus on long-term experiential development:

1. Learning from more feedback (gives you best source of feedback for your specific need, such as boss, peer, spouse, etc.);
2. Learning from development-in-place assignments (projects/activities you can take on in addition to or while remaining in your current job position);
3. Learning from full-time jobs (the type of job that would teach you or provide the best opportunity to develop the competency you've identified); and
4. Learning more from your plan

CAREER ARCHITECT® Development Placemat  New in 2006!

This two-sided placemat lists and defines each of the research-based Full-Time Jobs that are featured in the CAREER ARCHITECT® Development Planner book including Fix-it/Turnarounds, International Assignments, Line to Staff Switches, etc.

The opposite side features the top developmental connections for jobs back to each of the LEADERSHIP ARCHITECT® Competencies. This tool can be used for succession planning, coaching, and broad development education efforts. Specific applications include:

- Rounding out an individual's experience profile by identifying a new type of assignment
- Mapping developmental needs to a job that would help to teach, improve or “test” a competency deficiency
- Mapping strengths to a best job “fit”
- Classifying job types

INTELLECTUAL PROPERTY LICENSE

A printed version of CAREER ARCHITECT® Development Planner 4th Edition Book is available in English only; however, an intellectual property license for CAREER ARCHITECT® Development Planner 3rd Edition is available in English, French, German, Italian, and Spanish for your organization’s internal use. E-mail licensing@lominger.com for intellectual property license information.
In *Broadband Talent Management™: Paths to Improvement* you’ll uncover more ways to approach individual performance needs than the conventional development plan. This book, along with the ongoing research that provides its foundation, presents a variety of ways to look at responding to a need and illustrates how simple it is to incorporate a variety of performance improvement options within your organization.

**FIND OUT WHAT SUCCESSFUL MANAGERS HAVE IN COMMON**

- Most successful managers and executives have a handful of mission-critical strengths, no noise within other mission-critical competencies, and no fatal flaws.
- Successful people know themselves better, independently seek more feedback, and act on the feedback they receive.
- There are far more ways to address an individual performance need than the conventional Individual Development Plan.
- Successful people use a variety of strategies to improve their performance.

**BROADBAND TALENT MANAGEMENT™: PATHS TO IMPROVEMENT IS AN IDEAL RESOURCE FOR:**

- Coaches guiding clients to more effective planning responses to better defined needs.
- Mentors, bosses or HR professionals—anyone who helps others with improvement or personal effectiveness.
- Someone with a need but no access to a coach—this book is designed to engage them as a coach would.

**BROADBAND COACHING REFERENCE GUIDE**

These two-sided reference cards provide instant access to the many plans at the heart of our Broadband Talent Management™ approach.

Designed to complement the book *Broadband Talent Management™: Paths to Improvement*, the two cards provide:

- Summaries of the Workaround Plans from the book
- A summary of the Paths to Improvement
- A list of LEADERSHIP ARCHITECT® Competencies with their respective substitutes and compensators
- A laminated tri-fold design to fit in most personal calendar binders, for instant access

**PRICING**

<table>
<thead>
<tr>
<th>Product</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadband Talent Management™: Paths to Improvement Book</td>
<td>#11033 $29.95</td>
</tr>
<tr>
<td>Broadband Coaching Reference Guide</td>
<td>#11035 $15.00</td>
</tr>
</tbody>
</table>
YOU: Being More Effective in Your MBTI® Type

Roger R. Pearman, EdD, Michael M. Lombardo, EdD, and Robert W. Eichinger, PhD

YOU: Being More Effective in Your MBTI® Type is the only research-based leadership development book built around the 16 personality types measured by the Myers Briggs Type Indicator® instrument, and the 20 facets underlying those types (MBTI® Step II). YOU is a book of development tools and tips designed to help you be more effective personally and professionally through greater understanding of personality types.

YOU IS FOR:

- People who want to grow, enhance their skills, and have better work and non-work relationships
- HR professionals who want to be able to relate personality style to skills and effectiveness
- Experienced MBTI® instrument users (executive coaches, organization development consultants, training and development professionals) who want to directly relate type preference to increasing competence at work

YOU IS DIVIDED INTO THREE SECTIONS, EACH DESIGNED TO HELP YOU GET TO KNOW YOURSELF AND OTHERS.

In Section I...for each of the 16 MBTI® instrument personality types, YOU provides the typical strengths, patterns of behavior, and challenges in becoming more effective in your type; what to do when you overdo an aspect of your type; and an example to help you think through how your type plays out in typical work situations.

In Section II...YOU covers the 20 facet pairs that underlie the familiar type designations of I-E, S-N, T-F, and J-P. Each of the 20 facet pair descriptions includes a description of the facet, tips on how to be more of this facet, and tips on what to do if you overdo this facet.

In Section III...YOU provides effectiveness and development planning strategies. These strategies are research and experience based; the authors have over 80 years of combined experience in development research and practice.

Now available: Individual chapters of YOU: Being More Effective in Your MBTI® Type

New in 2006!

Packed with helpful and insightful information, these chapters are a great resource for the following:

- Coaching
- Teambuilding
- Career counseling
- Workshops and training sessions

Order all 16 types or just the chapters you need.

ABOUT THE AUTHORS


Roger R. Pearman, EdD

Roger Pearman is an internationally known expert on the Meyers-Briggs Type Indicator. He has authored several books and has served as past president of the International Association for Psychological Type. Pearman is founder of Leadership Performance Systems and Qualifying.org and has two decades of experience as a senior adjunct staff member with the Center for Creative Leadership.

PRICING

YOU: Being More Effective in Your MBTI® Type

#11030 YOU: Being More Effective in Your MBTI® Type

$54.00 ea.

YOU: Being More Effective in Your MBTI® Type

Individual Chapters (5-pack)

$50.00 ea.

#11036 ISTJ #11040 ISTP #11044 ESTP #11048 ESTJ
#11037 ISFJ #11041 ISFP #11045 ESFP #11049 ESFJ
#11038 INFJ #11042 INFP #11046 ENFP #11050 ENFJ
#11039 INTJ #11043 INTP #11047 ENTP #11051 ENTJ

© MBTI is a registered trademark of the Meyers-Briggs Type Indicator Trust.
YOU—LEADERSHIP ARCHITECT® Development Supplement and YOU—LEADERSHIP ARCHITECT® Placemat  New in 2006!
Roger R. Pearman, EdD, Michael M. Lombardo, EdD, and Robert W. Eichinger, PhD

For years, users of the LEADERSHIP ARCHITECT® Suite have asked us, “Is there any research that connects MBTI® types to LEADERSHIP ARCHITECT® Competencies?” The answer is—YES! The fields of personality type and leadership competencies have merged together and provided new insights and pathways for individual and team development. For the first time, the underlying connections between type and competency can be understood. Two new product offerings highlight the results of this groundbreaking research effort.

DISCOVER WHAT YOUR PERSONALITY TYPE REVEALS ABOUT YOUR PATTERN OF COMPETENCIES.
Each personality type carries with it a distinct pattern of typical competency strengths and developmental challenges. The YOU—LEADERSHIP ARCHITECT® Development Supplement breaks down the links between each individual MBTI® Type and the 67 Competencies and 19 Career Stallers and Stoppers in the LEADERSHIP ARCHITECT® library. Typical developmental challenges, strengths and overdone behaviors are listed for each type and links are provided to relevant chapters in FYI For Your Improvement™ and The CAREER ARCHITECT® Development Planner. An additional section pinpoints the relationship of the 20 facets featured in the MBTI® Step II instrument to leadership competencies.

The material in this supplement puts a whole new spin on both type and competency and is an invaluable tool for furthering self-insight and promoting individual development efforts. The integration of type and competencies allows HR practitioners and executive coaches to better assimilate data from personality assessments (using the MBTI®) and 360° feedback (using VOICES®) for a superior coaching solution. Feedback on competencies helps individuals to understand the “what” associated with their behaviors and type helps them to understand the “why.”

PUT TYPE-COMPETENCY LINKS TO WORK TO STRENGTHEN TEAM RELATIONSHIPS AND PERFORMANCE.
The YOU—LEADERSHIP ARCHITECT® Placemat displays the links between individual types and competencies in the popular “placemat” format. This format allows the different linkages to be viewed in a single glance and is ideal for teambuilding efforts. By examining the different “type boxes” on the chart, team members can easily compare and contrast how their personality types are reflected in different patterns of competencies.

PRICING
#01069  YOU—LEADERSHIP ARCHITECT® Development Supplement (5-pack)  $75.00
#01066  YOU—LEADERSHIP ARCHITECT® Placemat (5-pack)  $50.00

© MBTI is a registered trademark of the Meyers-Briggs Type Indicator Trust.
360° Feedback

VOICES® with Development Tracker™, our competency-based feedback tool, was designed to help organizations provide timely, confidential, and accurate 360° feedback. Survey administration of our Web-based surveys can be conducted inside your company or outsourced to Lominger’s Global Survey Center.
VOICES®
Research-based multi-rater 360° feedback system with Development Tracker™

Whether you’re self-administering or engaging Lominger’s Global Survey Center as your administrator, this wholly web-enabled 360° feedback system provides access to Lominger’s library of 67 Competencies, 19 Career Stallers and Stoppers, 26 Clusters, 8 Factors, 7 International Focus Areas, 10 Universal Performance Dimensions, and 356 Behavioral Aspects. You may also use your own items.

A FAST, EASY, POWERFUL WAY TO PROVIDE 360° FEEDBACK
• Easy set-up and management of surveys
• Easy rater log-in
• Real-time survey status monitoring
• Randomized competency order to eliminate rater fatigue effect
• Multiple languages standard (English, Spanish, French, German, Italian)

MEASURE IMPROVEMENT WITH A DEVELOPMENT TRACKER™ MINI SURVEY
Research indicates that pre- and post- 360° efforts aren’t the best measure of competency improvement efforts. We have responded to this finding by creating a survey that helps you to specifically measure the impact of a participant’s awareness of their development needs and the impact that coaching or learning events have had on the participant’s development initiative. Launch a Development Tracker™ mini survey six to nine months after 360° feedback initiatives to measure skill improvement, monitor individual development progress, or monitor Return on Intervention (ROI) to help you track the bottom-line impact of your feedback and coaching and development initiatives.

ADDITIONAL FEATURES AND BENEFITS
• Simplified survey event set-up
• Fully customizable—use any combination of Lominger or your own items
• Three possible rating questions for VOICES®: Skill, Importance, Overuse
• Optional pre-coding of rater relationships
• Customizable automatic e-mail invitations to learners and raters
• Customizable follow-up e-mail reminders to raters who haven’t completed a pending survey
• Visual feedback to raters to help them see the distribution (spread) of their ratings to encourage full use of the scale
• Authorized system users can enter the survey system from any PC with Internet access
• Up to 19 selectable report sections—including Skill-Importance Matrix Report. Report selections and sequence can be customized for each learner.
• Group reports available at no cost if self-printed
• Better, faster, ASP application (no software to install)
• Optional demographics
• Optional learner-driven rater nomination
• Real-time online status checking
• Better, faster reporting
• Self service or full service

You may also want to purchase a copy of Lominger’s FYI For Your Improvement™ book and a Research and Interpretation Placemat for each learner.
Pricing

Pricing of VOICES® and Development Tracker™ will consist of two levels:

1. Self Service  
2. Survey Center

Pricing will be based on learner volume. Reporting will involve additional charges, if created by the Survey Center.

Self Service

<table>
<thead>
<tr>
<th>VOICES®</th>
<th>Development Tracker™</th>
</tr>
</thead>
<tbody>
<tr>
<td>1000+</td>
<td>$60.00</td>
</tr>
<tr>
<td>500–999</td>
<td>$80.00</td>
</tr>
<tr>
<td>100–499</td>
<td>$110.00</td>
</tr>
<tr>
<td>25–99</td>
<td>$160.00</td>
</tr>
<tr>
<td>1–24</td>
<td>$210.00</td>
</tr>
</tbody>
</table>

Survey Center

<table>
<thead>
<tr>
<th>VOICES®</th>
<th>Development Tracker™</th>
</tr>
</thead>
<tbody>
<tr>
<td>1000+</td>
<td>$100.00</td>
</tr>
<tr>
<td>500–999</td>
<td>$120.00</td>
</tr>
<tr>
<td>100–499</td>
<td>$150.00</td>
</tr>
<tr>
<td>25–99</td>
<td>$200.00</td>
</tr>
<tr>
<td>1–24</td>
<td>$250.00</td>
</tr>
</tbody>
</table>

Reports

<table>
<thead>
<tr>
<th>VOICES®</th>
<th>Development Tracker™</th>
</tr>
</thead>
<tbody>
<tr>
<td>Color + B/W copy (Standard)</td>
<td>$45.00</td>
</tr>
<tr>
<td>Per color copy</td>
<td>$35.00</td>
</tr>
<tr>
<td>Per B/W copy</td>
<td>$15.00</td>
</tr>
</tbody>
</table>

For rush orders add $100.00 per report. No additional charge to customers self-administering.

Setup / Maintenance

There is a one-time $750 charge for new clients.

The Maintenance Fee will be determined based on actual Learner volume purchased during the previous twelve (12) month period, and will be invoiced to Licensee sixty (60) days prior to the expiration of this Agreement based upon the following schedule.

<table>
<thead>
<tr>
<th>Total Learners:</th>
<th>Maintenance Fee:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–99 Total Learners</td>
<td>$250.00</td>
</tr>
<tr>
<td>100–499 Total Learners</td>
<td>$500.00</td>
</tr>
<tr>
<td>500–999 Total Learners</td>
<td>$750.00</td>
</tr>
<tr>
<td>1,000 + Total Learners</td>
<td>$1,250.00</td>
</tr>
</tbody>
</table>

Additional Charges / Fees

Applicable sales taxes
Shipping and handling

TO OUTSOURCE ADMINISTRATION OF YOUR VOICES® SURVEYS:

Call Lominger’s Global Survey Center at 952-345-3620 or e-mail us at surveycenter@lominger.com, and we’ll provide a complete overview and guidance for how to get your project up and running with us.
Performance Management

We are able to offer several tools for assessing performance through products we’ve developed as part of the LEADERSHIP ARCHITECT® Suite and strategic relationships with vendors:

• PERFORMANCE MANAGEMENT ARCHITECT® Sort Cards, Coming Soon in March 2006

• An intellectual property license for the 10 Universal Performance Dimensions™ and PERFORMANCE MANAGEMENT ARCHITECT® kits (e-mail licensing@lominger.com for intellectual property license information.)

• SuccessFactors, Inc. Online Performance Manager™ Lominger Edition

• Pre-integrated content for the Oracle PeopleSoft® ePerformance Module
Oracle PeopleSoft® Enterprise ePerformance Module

Oracle and Lominger continue to work together to provide pre-formatted and validated Lominger LEADERSHIP ARCHITECT® Content for Oracle PeopleSoft® Enterprise ePerformance module. The relationship represents a commitment to the original collaboration of Lominger and PeopleSoft® to integrate LEADERSHIP ARCHITECT® content within ePerformance.

Lominger provides pre-formatted Lominger LEADERSHIP ARCHITECT® Content for Oracle PeopleSoft® Enterprise ePerformance module. The relationship represents a continued commitment to the original collaboration of Lominger and PeopleSoft® to integrate LEADERSHIP ARCHITECT® content within ePerformance.

Lominger has had significant success in selling Lominger’s LEADERSHIP ARCHITECT® content for Oracle’s world-class ePerformance software and have several clients that have implemented and driven significant value with the combined solution. The combined solution of Oracle’s software with Lominger’s content allows Oracle ePerformance customers to reduce the time to implement Lominger’s research-validated competency library and shortens the length of time to drive a high return on investment from the combined offering.

PeopleSoft® Enterprise ePerformance is part of Oracle’s PeopleSoft® Enterprise Human Capital Management family of applications. Additional information on PeopleSoft® Enterprise ePerformance can be found on Oracle’s Web site www.oracle.com/applications/human-capital-management.html

HIGHLIGHTS OF SOLUTION

- Research-based, experience-tested content for performance management that provides a comprehensive tool set that can be customized to meet an organization’s performance management needs.
- The following LEADERSHIP ARCHITECT® content is available direct from Lominger as an intellectual property license (see Intellectual Property Section of catalog).
  - The LEADERSHIP ARCHITECT® Competency Library (67 research-based and experience-tested Competencies)
  - The LEADERSHIP ARCHITECT® Competency Aspects (behavioral component or “sub-competencies” of the LEADERSHIP ARCHITECT®)
  - PERFORMANCE MANAGEMENT ARCHITECT® Dimensions (10 Universal Performance Dimensions)
  - FYI For Your Improvement™ (development and coaching tips for learners, supervisors, managers, and mentors aligned with the LEADERSHIP ARCHITECT® Competencies, Aspects, and PERFORMANCE MANAGEMENT ARCHITECT® Dimensions)

CONTACT

Contact the Lominger business office at 952-345-3614 or e-mail oracle@lominger.com to find out how you can license Lominger’s content for use in the Oracle PeopleSoft® Enterprise ePerformance Module.
SuccessFactors

Combining SuccessFactors’ Performance Manager™ with Lominger’s LEADERSHIP ARCHITECT® Competency Library content maximizes the human capital investments of a company and transforms performance management into a dynamic, ongoing process. The combined solution provides performance management that helps companies build, develop, reward, and maintain a high-performance workforce.

FEATURES

- Ability to map competencies to job roles to ensure clear understanding of job expectations
- Pre-Populates Performance Reviews with Role-Specific Assessment Criteria for required employee competencies and levels
- Writing and coaching assistants with Lominger content to create clear, concise reviews and relevant development coaching/plans
- Meaningful formal and informal performance appraisals based on goal accomplishments and competency attainments
- Framework for ongoing coaching and development to improve future performance and productivity requirements
- Creates consistent weighting/rating standards work group, department, and companywide
- Ability to emulate any paper-based performance review in an electronic format
- Provides employees with consistent metrics and standards for evaluation, promoting a sense of fairness and equality
- Ease of integration with any HRMS as well as all other SuccessFactors modules

CONTACT

Contact the Lominger business office at 952-345-3614 to find out more about the solution.
PERFORMANCE MANAGEMENT ARCHITECT® addresses a manager’s most critical responsibility—evaluating the performance of his or her people and coaching them to do better.

Performance management is not an annual event, nor is it a project or an initiative. It’s a process that is ongoing and fundamental to the success of an employee and an organization. The PERFORMANCE MANAGEMENT ARCHITECT™ guides you through the process of implementing a research-based process designed to improve what people accomplish and how they get the job done. From Planning and Goal Setting, to Coaching and Feedback, and ultimately to Performance Review and Appraisal—it’s all here.

PERFORMANCE MANAGEMENT ARCHITECT® Sort Cards enable managers to effectively evaluate performance and performance goals. Use with a group to align performance measurements and goals with strategic initiatives, or with an individual you are evaluating to spark discussion about performance goals and results. The Behaviorally Anchored Rating Scales (BARS) that correspond to each Performance Dimension provide compelling language for effective evaluation of performance—going beyond “good” or “meets” to give a clear picture of differentiated performance among employees.

FYI for Performance Management™ is a comprehensive guide to applying the 10 Universal Performance Dimensions. Each chapter includes quotes to stimulate thinking about the particular Dimension featured in the chapter, a general definition as well as unskilled, average, skilled, and overused behaviors, with causes, tips and remedies, and suggested readings.

In addition to the 10 chapters for each Universal Performance Dimension, FYI for Performance Management™ also includes seven appendices for best-practice application of the PERFORMANCE MANAGEMENT ARCHITECT™ process. Included here are applications for Job Improvement Strategies, a structured Personal Improvement Plan, best practices for Planning and Goal Setting, Feedback and Coaching, and Performance Reviews. Also provided are how-to’s for the Behaviorally Anchored Rating Scales (BARS) corresponding to each Dimension. Included in the book’s back jacket is the FYI for Performance Management™ Companion CD which is an added reference and training tool for incorporating the 10 Universal Performance Dimensions into a performance management system.

**PRICING**

<table>
<thead>
<tr>
<th>Product Code</th>
<th>Description</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>#31012</td>
<td>PERFORMANCE MANAGEMENT ARCHITECT® Sort Cards</td>
<td>$150.00 ea.</td>
</tr>
<tr>
<td>#31013</td>
<td>FYI for PERFORMANCE MANAGEMENT Book with companion CD</td>
<td>$75.00</td>
</tr>
</tbody>
</table>
Lominger’s interviewing tools are one of the resources HR professionals, executives, and managers can use to help select people—from recent college graduates to seasoned professionals—who not only have the skills needed to fill today’s job openings but who have the potential to meet future needs.

Tools in the INTERVIEW ARCHITECT® Tool Set include:

• INTERVIEW ARCHITECT® Professional Handbook and Online Software
• INTERVIEW ARCHITECT® Express Interviewer’s Kit
• INTERVIEW ARCHITECT® Express Handbook and Online Software
The INTERVIEW ARCHITECT® Professional Handbook and Online was developed for use by Human Resource and recruiting professionals helping others create customized interview guides aligned with the LEADERSHIP ARCHITECT® Competencies.

AS COMPLEX OR SIMPLE AS YOU NEED
We’ve found that the depth of use of the Professional Handbook is in direct proportion to the importance of the decision you are making. The 12 sections in the Professional Handbook provide information that will help you evaluate if applicants possess specific pre-determined competencies you’ve identified as important for success.

Each of the 68 chapters features a list of arenas/domains to explore, dozens of sample questions separated into four interviewing dimensions, themes to look for, the most likely resume of an applicant with these competencies, and much more.

CUSTOMIZABLE, COMPETENCY-BASED INTERVIEW TEMPLATES
Designed to help managers and Human Resource professionals streamline interviews, INTERVIEW ARCHITECT® Professional Online features customizable, competency-based interview templates in an easy-to-use format.

APPLICATIONS TRAINING
Certification is required to purchase INTERVIEW ARCHITECT® Professional Handbook and Online Software. (See the Events and Courses section of our Web site www.lominger.com for more information.) We offer frequent product demonstrations. Call 952-345-3610 for availability.

PRICING
INTERVIEW ARCHITECT® Professional Handbook
#41022 INTERVIEW ARCHITECT® Professional Handbook 1–9 $175.00 ea. 10–49 $155.00 ea. 50+ $140.00 ea.

INTERVIEW ARCHITECT® Professional Online Annual Subscription Fee
#46003 Up to 25 Authorized Users $5,000.00 annual subscription fee
#46004 Up to 50 Authorized Users $6,500.00 annual subscription fee
#46001 50+ Call for additional pricing levels

Note: INTERVIEW ARCHITECT® Professional Online Software annual subscription pricing is based on the number of people with online system access and the number of interviewers in your organization who will use the system output or interview guides created by those with online access. You can estimate the number of potential content users of INTERVIEW ARCHITECT® by using the average number of jobs staffed in your organization each year and subtracting the amount of overlap of common hiring managers for those jobs.

INTELLECTUAL PROPERTY LICENSE
An intellectual property license for the Professional Handbook is available for your organization’s internal use. E-mail licensing@lominger.com for intellectual property license information.
INTERVIEW ARCHITECT® Express Interviewer’s Kit
Michael M. Lombardo, EdD and Robert W. Eichinger, PhD—Developed with Cara Capretta Raymond, Linda Hodge and Les Woller

The newest addition to the INTERVIEW ARCHITECT® product line features everything you need to conduct structured interviews in a compact, portable format.

NEW LOOK. ENHANCED CONTENT. SPECIAL FEATURES.
The new FastFlip interview guide sits easily on your desktop and allows you to view information at a quick glance. The guide contains the same world-class interview content included in the original INTERVIEW ARCHITECT® Express Handbook plus a new section with questions covering the seven International Focus Areas featured in the fourth edition of FYI For Your Improvement™. The Interviewer’s Kit also includes the following special features:

- A newly designed note pad that facilitates quick, accurate note taking
- A unique Post-it™ pen to flag key questions
- A stylish portfolio that lets your interviewing materials easily go where you go

A complete interviewing solution for busy HR professionals and line managers.
The Interviewer’s Kit was created with input from experienced interviewers who know the elements of a successful assessment and are also familiar with the challenges and demands of the interview process. The kit is designed to minimize any stress or hassle associated with preparing for and conducting an interview so you can focus your energy and attention on evaluating candidates and making the best hiring decision.

APPLICATIONS TRAINING
Certification is required to purchase the INTERVIEW ARCHITECT® Express Interviewer’s Kit. (See the Events and Courses section of our Web site www.lominger.com for more information.) [NOTE: Additional certification is not required for individuals previously certified for any INTERVIEW ARCHITECT® product.]

PRICING
INTERVIEW ARCHITECT® Express Interviewer’s Kit
#41027 INTERVIEW ARCHITECT® Express Interviewer’s Kit
1–9 $95.00 ea. 10–49 $85.00 ea. 50+ $75.00 ea.

#41028 INTERVIEW ARCHITECT® Express Refill Notepads (5-Pack)
$30.00
Research on interviewing success and accuracy shows that structured or formal interviews outperform unstructured or informal interviewing.

AN EASY-TO-USE, COMPETENCY-BASED INTERVIEWING AND STAFFING TOOL

Designed as an interviewing and staffing tool for Human Resource professionals, managers, and executives, the INTERVIEW ARCHITECT® Express Handbook includes step-by-step competency-based interview templates. There are five templates for each competency that include:

- A main interview question and a back-up question
- Structured follow-up probes
- Negative and positive themes to look for based on candidate responses
- An overall competency rating

Depth of use depends on need

The depth of use of the INTERVIEW ARCHITECT® Express Handbook will vary according to your interviewing need, the sophistication of the interviewer, and the sophistication or experience of the interviewee.

Filling key or senior jobs that will have an important impact on achieving the organization’s goals will require using a significant number of competencies, multiple interviewers with different interview objectives, and use of the Learning and Application probes (in the Structured Probes section of each template).

In many applications, all you will need to do is:

- Select a few competencies you determine are important for success on the job
- Choose from the five supporting interview templates for each competency
- Ask each candidate the same interview questions and structured probes
- Assess the themes from the candidate’s responses
- Evaluate the candidate

APPLICATIONS TRAINING

Certification is required to purchase the INTERVIEW ARCHITECT® Express Handbook. (See the Events and Courses section of our Web site for more information.)

PRICING

INTERVIEW ARCHITECT® Express Handbook

Sorry, this product is no longer available, as the INTERVIEW ARCHITECT® express Interviewer’s Kit (page 31) has replaced it.

INTELLECTUAL PROPERTY LICENSE

An intellectual property license for the Express Handbook is available for your organization’s internal use. E-mail licensing@lominger.com for intellectual property license information.
ONE PAGE INTERVIEWING GUIDES AS EASY AS “CLICK, PRINT, AND DISTRIBUTE”

INTERVIEW ARCHITECT® Express Online features one-page behavioral event interview guides that provide everything you need to assess competencies—in a simple-to-use single-page format.

INTERVIEW ARCHITECT® Express Online can help you:

- Select single-page interviewing guides for up to seven interviewers per candidate and distribute the interview guides via e-mail, printed copy, or download
- Add structure to your interviewing process
- Assess candidates using up to 10 questions per competency from the 67 Competencies in the LEADERSHIP ARCHITECT® Suite

Four steps to easier competency-based interviewing

Follow these four easy steps after selecting your interview competencies:

Step 1: Name your interviewing panel (optional). You can create interview guides for up to seven people on an interview panel.

Step 2: Select your interview questions. You can select a main question and a back-up question (from the 5 templates) per competency from the 67 Competencies in the LEADERSHIP ARCHITECT® Suite. Follow-up probes/prompts are listed with each competency.

Step 3: Distribute the interview guides. Choose one of three distribution formats—download and e-mail, printed copy, or online download.

Step 4: Conduct the structured interview. Use the interpretation assistance, with a behavioral indicators feature and a five-point rating scale to help interviewers evaluate interviewees by competency.

APPLICATIONS TRAINING

Certification is required to purchase INTERVIEW ARCHITECT® Express Online. (See the Events and Courses section of our Web site for more information.) We offer frequent product demonstrations. Call 952-345-3610 for availability.

PRICING

<table>
<thead>
<tr>
<th>INTERVIEW ARCHITECT® Express Online</th>
<th>Annual Subscription Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>#46014 Annual Subscription Fee (includes first 100 users)</td>
<td>$5,000.00 annual subscription fee</td>
</tr>
<tr>
<td>#46015 1–200 additional users</td>
<td>$10.00/each additional user</td>
</tr>
<tr>
<td>201–400 additional users</td>
<td>$6.50/each additional user</td>
</tr>
<tr>
<td>401–900 additional users</td>
<td>$5.00/each additional user</td>
</tr>
<tr>
<td>901+ additional users</td>
<td>Call 952-345-3610 for pricing.</td>
</tr>
</tbody>
</table>
Lominger’s organizational effectiveness tools can help organizations and teams identify the strengths they have, as well as those they need to develop in order to achieve goals and position themselves for future success.

The tools in this Tool Set for building organizational and team effectiveness include:

- **STRATEGIC EFFECTIVENESS ARCHITECT™** — Strategic Effectiveness Architect bridges the divide between what the organization wants to be and the capabilities it requires to deliver.

- **CHANGE!ABLE ARCHITECT®** — Helps gauge your organization’s readiness for change and provides a predictor of success based on scope of change.

- **TEAM ARCHITECT®** and **FYI for Teams™** Book — The source for assessing team functioning and addressing team development needs.

- **LEADERSHIP ARCHITECT®** Electronic Translator Software — Provides a quick and easy way to transpose many different tools into Lominger’s LEADERSHIP ARCHITECT® Competencies.
STRATEGIC EFFECTIVENESS ARCHITECT™

THE BOTTOM LINE IS THE BOTTOM LINE

Research demonstrates a sustained and considerable increase in ROI when people practices aren’t just best practices, but aligned practices linked to firm strategy and customer value. Strategic Effectiveness Architect bridges the divide between what the organization wants to be and the capabilities it requires to deliver.

The Strategic Effectiveness Architect is a comprehensive set of mission-critical organizational capabilities. When organizational capabilities, leadership competencies, and cultural attributes are aligned with the business strategy, you can be more confident that you’re aligning and integrating your people and organizational processes around the particular capabilities that are mission-critical to organizational success. (from FYI)

The tools in the suite allow you to isolate the core capabilities that reflect your strategic intent and to develop what you currently lack by identifying the leadership competencies that roll up to an organizational capability.

Sort Cards

The process of integrating people practices with business strategy begins with isolating the mission-critical organizational capabilities necessary to execute your strategic initiatives. A simple sort of the cards and a careful, complex debrief of the results will produce the success profile for your organization. This in turn drives the profile of leadership competencies your top team must possess to get the job done. The Strategic Effectiveness Architect is comprised of 95 organizational capabilities written in plain language so that you can introduce the rubber to the road.

Use the cards to define strategic business goals, assess overall organizational capabilities, and align the expectations and objectives of your management team.

PRICING

<table>
<thead>
<tr>
<th>Product</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Effectiveness Architect Sort Card Deck</td>
<td>$250.00 ea.</td>
</tr>
</tbody>
</table>

APPLICATIONS TRAINING

Certification is required to purchase this tool set. (See the Events and Courses section of our Web site www.lominger.com for more information.)

INTELLECTUAL PROPERTY LICENSE

An intellectual property license for STRATEGIC EFFECTIVENESS ARCHITECT™ is available in English. E-mail licensing@lominger.com for intellectual property license information.
**FYI for Strategic Effectiveness™**

Each chapter of *FYI for Strategic Effectiveness* addresses a cluster of Strategic Effectiveness capabilities, providing a “Signpost” or map describing the cluster and the items contained in it with an unskilled and skilled picture. Remedies and suggested readings are provided for each chapter. Use the book to facilitate action planning resulting from use of tool kit or as a stand-alone guide to developing organizational capabilities.

The book can also be used in strategic planning, developing core capabilities, auditing and enhancing corporate culture, facilitating mergers, acquisitions, and other major organizational change initiatives.

---

**PRICING**

*FYI for Strategic Effectiveness™*  
#21032   *FYI for Strategic Effectiveness™*  
$125.00 ea.

**APPLICATIONS TRAINING**

Certification is required to purchase this tool. (See the Events and Courses section of our Web site www.lominger.com for more information.)
Numerous studies show that over 70 percent of organizational change efforts fail. CHANGE!ABLE ARCHITECT® helps organizations target existing “change challenges” (like poor communication, long-tenured senior management, risk avoidance, and history of poor change-initiative implementation) in their organization.

ASSESS YOUR ORGANIZATION’S CHANGE CAPABILITY

Change!Able can help organizations save millions of dollars by assessing their current change capability. Using 14 Clusters organized under three questions (What is our capacity for change? What is the context for change? and, How change-ready are our leaders?), organizations rate each of the 70 Items by identifying whether they are restraining, chilling, neutral, supporting, or enabling their capacity for change.

Change!Able lets organizations evaluate items within these change-supporting clusters needed by organizations:

- Change gaps/history
- Communication flow
- Talent management
- Cultural readiness
- External view
- Financial flexibility
- Market position
- Marketplace
- Board quality
- Top management competencies/composition/experience/legacy

APPLICATIONS TRAINING

Certification is required to purchase this tool. (See the Events and Courses section of our Web site www.lominger.com for more information.)

PRICING

CHANGE!ABLE ARCHITECT® Sort Card Deck

#21012 English CHANGE!ABLE ARCHITECT® Sort Card Deck
1–9 $75.00 ea. 10–49 $65.00 ea.
50–99 $55.00 ea. 100+ $50.00 ea.

#21014 French CHANGE!ABLE ARCHITECT® Sort Card Deck
1–9 $75.00 ea. 10–49 $65.00 ea.
50–99 $55.00 ea. 100+ $50.00 ea.

#21013 English CHANGE!ABLE ARCHITECT® Sort Card Deck Manual
$15.00 ea.

CHANGE!ABLE ARCHITECT® Paper Questionnaire

#21016 English CHANGE!ABLE ARCHITECT® Paper Questionnaire
1–9 $25.00 ea. 10–49 $20.00 ea.
50–99 $15.00 ea. 100+ $10.00 ea.

#21022 French CHANGE!ABLE ARCHITECT® Paper Questionnaire
1–9 $25.00 ea. 10–49 $20.00 ea.
50–99 $15.00 ea. 100+ $10.00 ea.
TEAM ARCHITECT®

Designed for newly formed teams, good teams who want to become high-performing teams, teams in trouble, teams with a new leader, and cross-functional teams, the TEAM ARCHITECT® Tool Set consists of three integrated products: Sort Cards, FYI for Teams™, and eTEAM™ online survey.

Based on key findings from the last 15 years of high-performing team research, TEAM ARCHITECT® and FYI for Teams™ include items and clusters that make up the T7 Team Effectiveness Model.

TEAM ARCHITECT® Sort Card Deck is a diagnostic tool used to determine the gap between critical team success factors and current team skill levels.

FYI for Teams™ is a user-friendly book mapped to the LEADERSHIP ARCHITECT® Competencies that includes 200+ practical tips for teams to implement on their own or with the help of a coach or facilitator.

eTEAM™ Online Survey is a Web-based survey tool used to assess team skills and effectiveness.

APPLICATIONS TRAINING

Certification is required to purchase this tool. (See the Events and Courses section of our Web site www.lominger.com for more information.)

PRICING

TEAM ARCHITECT® Sort Card Deck
#21003 English TEAM ARCHITECT® Sort Card Deck
#21025 French TEAM ARCHITECT® Plain Paper Card Deck
1–9 $75.00 ea. 10–49 $65.00 ea.
50–99 $55.00 ea. 100+ $50.00 ea.
#21004 English TEAM ARCHITECT® Sort Card Instructions
$15.00 ea.

FYI for Teams™ Book
#21023 English FYI for Teams™ Book
1–9 $55.00 ea. 10–49 $50.00 ea.
50+ $45.00 ea.

eTEAM™ Online Survey Questionnaire processing
#25001 English e-Survey Questionnaire. Call Lominger’s Global Survey Center at 952-345-3620 for pricing information.

INTELLECTUAL PROPERTY LICENSE

A TEAM ARCHITECT® Sort Card Deck intellectual property license file is available in English and French for your organization’s internal use. An FYI for Teams™ intellectual property license file is available in English and German for your organization’s internal use. E-mail licensing@lominger.com for intellectual property license information.
80.
Has high internal standards of excellence in addition to being tuned to outside standards.
CHOICES ARCHITECT® is our research-based, experienced-tested set of tools that can help you identify high-potential talent to develop for future leadership positions; assign to specific jobs or teams; select for tough and first-time assignments; or help build a learning organization.

LEADERSHIP ARCHITECT® tools for succession planning and help in identifying high potentials include:

- CHOICES ARCHITECT® (Available in cards, paper surveys, quick scoring questionnaires, and e-surveys)
- FYI for Talent Management™ Book
- Learning From Experience™ (LFE) Interview Guides
CHOICES ARCHITECT® Talent Management Tool Set

CHOICES ARCHITECT® is a unique product offering that allows organizations to identify, validate, and select for their organization those who are the most learning agile. Learning agility is synonymous with potential. Our research indicates that those with greater learning agility are more successful after they are promoted than others.

SELECT PEOPLE WHO LEARN FROM EXPERIENCE

CHOICES ARCHITECT® talent management tools are easy to use and simple to administer, allowing you to assess and select people who are learning agile. CHOICES ARCHITECT® sort cards are used primarily for training and certification purposes.

The CHOICES ARCHITECT® Paper Questionnaire format lets users assess others using coded questionnaires instead of sorting cards.

CHOICES ARCHITECT® Quick Score Questionnaires are a carbonless, paper version of the CHOICES ARCHITECT® paper surveys that let the CHOICES ARCHITECT® administrator (not rater or learner) score the survey in half the time it takes for cards or paper surveys.

Our cost-effective eCHOICES™ Online Surveys feature easy-to-read and interpret reports, rater confidentiality, and a user-friendly format.

PRICING

<table>
<thead>
<tr>
<th>CHOICES ARCHITECT® Sort Card Deck</th>
</tr>
</thead>
<tbody>
<tr>
<td>#61019 English Card Deck</td>
</tr>
<tr>
<td>#61027 German Plain Paper Card Deck</td>
</tr>
<tr>
<td>1–9 $110.00 ea.</td>
</tr>
<tr>
<td>10–49 $100.00 ea.</td>
</tr>
<tr>
<td>50–99 $90.00 ea.</td>
</tr>
<tr>
<td>100+ $80.00 ea.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHOICES ARCHITECT® User’s Manual</th>
</tr>
</thead>
<tbody>
<tr>
<td>#61020 English only</td>
</tr>
<tr>
<td>$25.00 ea.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHOICES ARCHITECT® Paper Quick Score Questionnaires (with built-in scoring feature/Research rating scale)</th>
</tr>
</thead>
<tbody>
<tr>
<td>#61125 English</td>
</tr>
<tr>
<td>#61028 French</td>
</tr>
<tr>
<td>#61029 German</td>
</tr>
<tr>
<td>#61030 Spanish</td>
</tr>
<tr>
<td>#61036 Russian</td>
</tr>
<tr>
<td>1–9 $30.00 ea.</td>
</tr>
<tr>
<td>10–49 $25.00 ea.</td>
</tr>
<tr>
<td>50–99 $20.00 ea.</td>
</tr>
<tr>
<td>100+ $15.00 ea.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHOICES ARCHITECT® Paper Questionnaires (without built-in scoring feature)</th>
</tr>
</thead>
<tbody>
<tr>
<td>#61023 English Research rating scale</td>
</tr>
<tr>
<td>#61024 English Research rating scale</td>
</tr>
<tr>
<td>$30.00 ea</td>
</tr>
<tr>
<td>10–49 $25.00 ea.</td>
</tr>
<tr>
<td>50–99 $20.00 ea.</td>
</tr>
<tr>
<td>100+ $15.00 ea.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHOICES ARCHITECT® Paper Questionnaires Scoring Instructions</th>
</tr>
</thead>
<tbody>
<tr>
<td>#61025 English VOICES® rating scale</td>
</tr>
<tr>
<td>#61026 English VOICES® rating scale</td>
</tr>
<tr>
<td>$30.00 ea</td>
</tr>
<tr>
<td>10–49 $25.00 ea.</td>
</tr>
<tr>
<td>50–99 $20.00 ea.</td>
</tr>
<tr>
<td>100+ $15.00 ea.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>eCHOICES™ Online Survey for Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>#65003 eCHOICES™ Online Survey/Research rating scale</td>
</tr>
<tr>
<td>#65004 eCHOICES™ Online Survey/VOICES® rating scale</td>
</tr>
<tr>
<td>1–49 $250.00</td>
</tr>
<tr>
<td>50–99 $175.00</td>
</tr>
<tr>
<td>$150.00</td>
</tr>
<tr>
<td>100+ $175.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>eCHOICES™ Online Survey for Succession Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>#65005 eCHOICES™ Online Survey/Research rating scale (A short report version for succession planning applications with five or fewer raters—no self-ratings)</td>
</tr>
<tr>
<td>$125.00 per event</td>
</tr>
</tbody>
</table>
SEPARATE THE BEST FROM THE REST
Talent is usually considered to be the people who are in the upper 10 percent of what they do. What separates the best from the rest is learning agility—the ability to be resourceful in the face of change. In FYI for Talent Management™ the authors present the tips and strategies to help people reach the top 10 percent.

Definitions, causes, maps, remedies, and more
Each of the 27 dimensions from CHOICES ARCHITECT® is listed in FYI for Talent Management™. Each chapter provides:

- A skilled and unskilled definition, and specific items used to measure the dimension
- A map to the LEADERSHIP ARCHITECT® Competencies
- Reasons you might have this need and remedies to help you work on the need
- Tips related to FYI For Your Improvement™
- Book, web, and audiotape suggestions

BUILD YOUR FUTURE BENCH STRENGTH BY INTERVIEWING AND SELECTING FOR POTENTIAL
Research shows that people high in learning agility perform well under first-time, diverse, and adverse circumstances. It stands to reason, since learning agility is related to potential, that selecting for learning agility helps organizations build their bench strength by hiring for future potential—or those who will perform better after they are hired or promoted.

Lominger's Learning From Experience™ (LFE) Interview Guide was designed to help you conduct deep learning agility interviews in a structured, standardized format. The guide provides you with a straightforward means to evaluate a candidate's ability to learn from experience.

INTELLECTUAL PROPERTY LICENSE
An intellectual property license (in English, French, German, and Spanish) is available for several CHOICES ARCHITECT® products for your organization's internal use. E-mail licensing@lominger.com for intellectual property license information.
Long-term success in the face of faster-paced challenges actually rests on three legs: basic intelligence, variety of experience, and continuously learning to do something new or different. It’s the last two that cause our troubles.

Few people have the requisite experiences needed for managing and leading in the world of change, and fewer still have any idea how to learn from them.

Not surprisingly, many organizations don’t know how to help them either. That is where our LEARNING ARCHITECT® Tool Set comes into play.

LEADERSHIP ARCHITECT® tools for learning enhancement include:

- LEARNING ARCHITECT® Development Tool Set (Includes LEARNING TACTICS™, LEARNING PROFILE™, LEARNING SKILLS™, LEARNING TROUBLESHOOTING™, and LEARNING TIPS™ Cards)

- LEARNING STRATEGIES™ (formerly Learning TACTICS™) and LEARNING PROFILE™ Self-Score Inventories and Interpretation Guides
LEARNING ARCHITECT® Tool Set

HR managers and coaches use the five card decks in the LEARNING ARCHITECT® Tool Set to assess an individual’s or group’s learning tactics, preferences, methods, and styles.

LEARN HOW TO LEARN

The LEARNING ARCHITECT® Card Decks can be used to help make you—and the people you work with—better, more flexible learners, by helping you address five basic questions:

• How do you learn? The LEARNING TACTICS™ Cards help you discover your preferred learning tactics.
• What is your present learning skill level? The LEARNING PROFILE™ Cards help you assess your present skills, methods, and preferences.
• How well do you learn from experience? The LEARNING SKILLS™ Cards help you assess your ability to add new perspectives from life/work experiences.
• What gets in the way of learning? The LEARNING TROUBLESHOOTING™ Cards help you understand what you overuse, misuse, underuse, or don’t use at all.
• How can you improve your learning skills? The LEARNING TIPS™ Cards will help you create a learning enhancement plan to address your learning issues.

Score surveys in less than half the time

A carbonless, paper version of the LEARNING ARCHITECT® paper surveys, Self-Score Inventories can help you score the survey in less than half the time it takes for the cards, so you move more quickly to interpretation and understanding of learning patterns.

APPLICATIONS TRAINING

Certification is required to purchase this tool. (See the Events and Courses section of our Web site www.lominger.com for more information.)

PRICING

LEARNING ARCHITECT® Sort Card Decks
#51003 LEARNING TACTICS™ Sort Card Deck
#51005 LEARNING SKILLS™ Sort Card Deck
#51007 LEARNING PROFILE™ Sort Card Deck
#51009 LEARNING TROUBLESHOOTING™ Sort Card Deck
#51011 LEARNING TIPS™ Sort Card Deck
1–49 $60.00 ea. 50–99 $50.00 ea. 100+ $40.00 ea.

LEARNING ARCHITECT® User’s Manual
#51002 ARCHITECT® User’s Manual
$25.00 ea

LEARNING ARCHITECT® Self-Score Inventories and Interpretation Guides
#51013 LEARNING STRATEGIES™ (formerly LEARNING TACTICS™) Self-Score Inventory and Interpretation Guide
#51017 LEARNING PROFILE™ Self-Score Inventory and Interpretation Guide
$150.00/set of 10 Self-Score Inventories with scoring instructions

INTELLECTUAL PROPERTY LICENSE

An intellectual property license is available for each of the products in the LEARNING ARCHITECT® Development Tool Set for your organization’s internal use. A German language intellectual property license is available for LEARNING PROFILE™ and LEARNING TACTICS™. E-mail licensing@lominger.com for intellectual property license information.
In addition to all of the tools in the LEADERSHIP ARCHITECT® Suite, Lominger Limited, Inc. offers a variety of services, programs, processes, and relationships that can help make it easier to implement your organization’s strategies. Here are a few of the ways we can work with you.
Intellectual Property Licenses

Many of the tools in the LEADERSHIP ARCHITECT® Suite are available as intellectual property licenses for your organization’s internal use. Additional information is provided below to give you examples of when you may need a license and the benefits an intellectual property license can offer.

WHAT CAN I DO WITH A LICENSE?
If you enter into an intellectual property license with Lominger, you can create derivatives of the Lominger content. Derivatives are created when you add to or delete from the content, make changes to the wording, add in your own company training options, or copy portions of the content into another document. With an intellectual property license, you can create the following helpful derivatives:

- Combine competencies and definitions with your organization’s value statements to create a company model for distribution within your organization
- Include competencies and definitions in job descriptions
- Integrate the competencies and definitions into your interview tools
- Include competencies and definitions in performance reviews
- Create an on-line self-development tool using the FYI book mapped to your competency models

The previous examples are just some of the ways an intellectual property license can benefit your organization.

WHEN DO I NEED A LICENSE?
If you use our products in their original form you don’t need a license. Examples of this include doing card sorts and posting dots on tally sheets or using FYI For Your Improvement™ to create your “Personal Development Plan.” However, if you use Lominger intellectual property to create any derivatives, you will need a license.

Please keep in mind that purchasing products or becoming a certified user does not grant you permission to copy from, reprint, or modify the products. All of those uses require an intellectual property license.

In short, licenses are necessary because you cannot use a copyrighted piece of material to create another work or copy without permission of the copyright holders and a license.

The catalog designates which products are available as intellectual property licenses. The type of license and the fee varies depending on the use of the derivative work and the size of your organization.

For more information on intellectual property licensing, please e-mail licensing@lominger.com.
Lominger Consulting, Inc. (LCI)

We are the consulting and application division of Lominger and unlike other firms, our consultancy goals are to provide true knowledge and technology transfers by helping provide best practice implementation. As a result, we save time and expense on current initiatives and leverage investments in the tools for greater independence in future initiatives.

TAILORED FOR YOUR ORGANIZATION

We use the tools in the LEADERSHIP ARCHITECT® Suite to help clients design and implement a variety of competency-related processes and programs. Tailored to each corporation’s operational needs and goals, these have included:

- Designing and implementing leadership development efforts
- Providing 360° feedback and coaching across all levels of the organization
- Designing succession management programs (SUCCESSION ARCHITECT® and TALKING TALENT®)
- Implementing competency-based interview programs
- Aligning HR and organizational strategies and establishing the business case (ROI) for developing leaders

PROVEN METHODOLOGY

We establish a rigorous project management methodology for each client and project. We will work with you through each step to provide effective change and insightful analysis. The planning stages are of course crucial; establishing scope, outlining strategy objectives, and designing and implementing the processes. Just as crucial are data collection, synthesis, communicating results, and final technology transfer. We’re with you all the way.

Global Reach and Diverse Experience

Our team of full-time staff consultants and certified Lominger Associates has global reach and deep experience in many industries. They’ve worked with clients all over the world designing and facilitating implementation initiatives both within organizations and as consultant practitioners. With diverse backgrounds and experience, they can help evaluate your organization’s needs on any level. Because of the wide range of our clients’ consulting needs, Lominger Associates are not limited to regions or territories. Many of our Associates travel extensively to match a consultant’s competencies with a client’s industry and objectives.

As leaders in implementing the LEADERSHIP ARCHITECT® Suite of Tools, we want to help you maximize the effectiveness of our tools, products and programs.

CONTACT

To discuss your organization’s particular issues and to find out how we can help, contact us at 952-345-3622 or via e-mail at business_office@lominger.com
Lominger Alliances

Center for Creative Leadership
The Center for Creative Leadership is an internationally recognized resource for understanding and expanding the leadership capabilities of individuals and organizations. Through its research, open-enrollment and customized programs, publications, assessments, events, and networks, CCL works to fulfill its mission to advance the understanding, practice, and development of leadership for the benefit of society worldwide. Each year, 20,000 leaders from 2,000 organizations take part in its programs. The Lominger publication, FYI For Your Improvement™, is used in several CCL programs including CCL’s flagship “Leadership Development Program.”

For more information about Center for Creative Leadership you can visit their Web site at: http://www.ccl.org/

Deloitte Consulting
Through a strategic alliance with Deloitte Consulting, Lominger provides clients with comprehensive resource capabilities that include:

- Depth of experience, knowledge, and skill in deploying and applying tools in the LEADERSHIP ARCHITECT® Suite
- Link of Lominger tools with leading practices in human resources, HRIS system implementation, change, and organization design/development
- Certified, expert consulting staff with extensive multi-lingual capabilities that allows for global deployment
- Global office locations to facilitate local service delivery
- Learning strategy and curriculum design capabilities to support training and development needs
- Production capabilities to create customized facilitator and participant program workbooks and materials
- Software design capabilities including portals, internet/intranet system implementations

For more information about Deloitte Consulting you can visit their Web site at: http://www.deloitte.com/

Leadership Performance Systems, Inc.
Leadership Performance Systems brings the best practices for coaching, training, and consulting to organizations, in alignment with client goals and strategies. In alliance with Lominger, LPS delivers training, consulting, and coaching focused on competency profiling and executive development. Training programs that improve talent retention, refine succession strategies, improve management effectiveness, and enhance profitability are provided by our experienced team of trainers.

For more information about Leadership Performance Systems, Inc. you can visit their Web site at: http://www.leadership-systems.com/

Oracle
Lominger continues to provide pre-formatted Lominger LEADERSHIP ARCHITECT® Content for Oracle PeopleSoft® Enterprise ePerformance module. The combined solution of Oracle’s software with Lominger’s content allows Oracle ePerformance customers to reduce the time to implement Lominger’s research-validated competency library and shortens the length of time to drive a high return on investment.

For more information about Oracle’s Human Capital Management you can visit their Web site at: http://www.oracle.com/applications/human-capital-management.html

Qualifying.org®, Inc.
Qualifying.org®, Inc. trains and certifies professionals through blended learning to use the most scientifically sound and widely used inventories and psychological tools to promote individual and organizational development. Training programs blend technical knowledge with application strategies to boost individual and organizational performance. Qualifying.org® has been approved by Lominger to provide certification training for VOICES®.

For more information about Qualifying.org you can visit their Web site at: http://www.qualifying.org/
Skillbase Technologies

Skillbase Technologies Peopletree Suite software helps clients create and sustain organizational alignment; drive key performance differentiators that grow the business; manage talent and bench strength acquisition, development, deployment, and retention; and create a service-oriented and strategic HR function. Product offerings compatible with Lominger’s LEADERSHIP ARCHITECT® Suite include: Talent Manager™, Performance Manager™, and Progress Tracker™.

For more information about Skillbase Technologies, you can visit their Web site at: http://www.skillbase.co.za

SuccessFactors

Combining SuccessFactors’ Performance Manager with Lominger’s LEADERSHIP ARCHITECT® Competency Library content maximizes the human capital investments of a company and transforms performance management into a dynamic, ongoing process. The solution provides a performance management that helps companies build, develop, reward, and maintain a high-performance workforce.

For more information about SuccessFactors you can visit their Web site at: http://www.successfactors.com

Lominger’s Global Survey Center (LGSC)

Specializing in accurate, confidential, and timely administration and processing of Lominger’s VOICES® 360° assessment survey, the LGSC is an outsourcing option for those organizations who would prefer to take a hands-off approach to the big job of making a 360° assessment program work.

THE CONVENIENCE OF OUTSOURCING SURVEY PROCESSING

Lominger’s Global Survey Center offers complete administration of:

- VOICES® 360° feedback
- Development Tracker™ feedback for 360° follow up
- Succession management/high-potential identification programs using eCHOICES™
- Team assessment studies using eTEAMS™
- Organizational culture studies, mergers, and acquisitions using eCULTRIBUTES™

We’ll help you get started

Call Lominger’s Global Survey Center at 952-345-3620 or e-mail surveycenter@lominger.com and we’ll provide a complete packet of information on the survey tool you want to use including pre-launch advice and best practice information. We’ll also provide a guide to clarify what information LGSC needs to successfully support your survey projects.

PRICING

Lominger’s LGSC establishes its charges based on project volumes, optional report printing and binding, and other factors, such as timing requirements. For pricing of services and administration provided by LGSC, please call Lominger’s Global Survey Center at 952.345.3620 or e-mail surveycenter@lominger.com
Events and Courses

To ensure that users of Lominger’s LEADERSHIP ARCHITECT® Suite receive and in turn deliver best practice applications of our research-based and experience-tested tools, several of our advanced product suites require certification.

Lominger offers public certification courses throughout the year. Other certification opportunities include certifications held locally by Lominger Associates as well as custom or in-house certifications from a Lominger Associate or Lominger Consulting, Inc. More information about public and private certification opportunities is available on Lominger’s Web site, www.lominger.com

Certification is required for the following tool suites. The LEADERSHIP ARCHITECT® 101 Workshop is a prerequisite for all certifications, and is recommended for those new to the Lominger’s LEADERSHIP ARCHITECT® products and solutions.

- VOICES® 360º and Development Tracker™ Instruments
- CHOICES ARCHITECT®
- Learning From Experience™ (LFE) Guides
- INTERVIEW ARCHITECT® Professional Handbook and Online Software
- INTERVIEW ARCHITECT® Express Handbook, Online Software, and Interviewer’s Kit
- ORGANIZATION ARCHITECT® Tool Set—including ORGANIZATIONAL CULTRIBUTE ARCHITECT®, CHANGEABLE ARCHITECT®, TEAM ARCHITECT®
- LEARNING ARCHITECT®

Please review the 2006 Events Schedule for certification dates and locations.

Webcasts

Join Lominger online for free live learning opportunities, presentations, and product demonstrations. Webcast topics and dates are listed on our Web site, www.lominger.com. Past archived webcasts are available for view in the Events and Courses section of Lominger’s homepage.

LEADERSHIP ARCHITECT® Conferences

Lominger sponsors LEADERSHIP ARCHITECT® conferences across the U.S. and annually in Europe and Asia. Conference dates and locations are listed on our web site, www.lominger.com

User groups

Lominger coordinates a growing network of user groups that meet in several regions of the U.S. and in other countries. To find or start a user group near you, contact Lominger’s events department at events@lominger.com

Questions?

For further information or to discuss your certification needs, or for Lominger’s Events and Courses, please visit our Web site or contact our events department at events@lominger.com

CONTACT

If you would like to access our most up to date events schedule for 2006, please visit our Web site at www.lominger.com or contact our events department at events@lominger.com.
2007 Schedule of Events and Courses

For the most current schedule of Events and Courses, please visit www.lominger.com. Dates and locations are subject to change.
# Format Grid

## A Foundation of Best Practices

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 Things You Need to Know</td>
<td>Book</td>
<td>#01024</td>
<td>$39.95 ea.</td>
<td>6</td>
</tr>
<tr>
<td>50 More Things You Need to Know</td>
<td>Book</td>
<td>#01076</td>
<td>$29.95 ea.</td>
<td>7</td>
</tr>
<tr>
<td>The Leadership Machine</td>
<td>Book</td>
<td>#01023</td>
<td>$39.95 ea.</td>
<td>8</td>
</tr>
</tbody>
</table>

## The LEADERSHIP ARCHITECT® Competency Library

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEADERSHIP ARCHITECT® Sort Cards</td>
<td>Sort Card Deck</td>
<td>#01010/English</td>
<td>$75.00 ea.</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Intellectual Property License</td>
<td><a href="mailto:licensing@lominger.com">licensing@lominger.com</a> for license pricing</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>LEADERSHIP ARCHITECT® Research and Interpretation Placemat</td>
<td>11&quot; x 17&quot; &quot;Placemats&quot;</td>
<td>#01030/Color laminated #01031/B&amp;W</td>
<td>$30.00/individual set $100.00/pack of 25</td>
<td>12</td>
</tr>
<tr>
<td>SUCCESS PROFILE ARCHITECT™</td>
<td>Online Software</td>
<td>#16011</td>
<td>$7,500.00/Annual Subscription</td>
<td>13</td>
</tr>
<tr>
<td>LEADERSHIP ARCHITECT® Translator</td>
<td>Software</td>
<td>#02101</td>
<td>$375.00 ea.</td>
<td>14</td>
</tr>
</tbody>
</table>

## Coaching and Development

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>FYI For Your Improvement™ 4th Edition</td>
<td>Book</td>
<td>#11025/English</td>
<td>$75.00 ea.</td>
<td>16-17</td>
</tr>
<tr>
<td></td>
<td>Intellectual Property License</td>
<td><a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>16-17</td>
<td></td>
</tr>
<tr>
<td>FYI For Your Improvement™ Plans Online</td>
<td>Online Software Subscription</td>
<td>#16020/with 50 plans</td>
<td>$3,000.00/Annual Subscription</td>
<td>17</td>
</tr>
<tr>
<td>FYI For Your Improvement™ Additional Plans Online</td>
<td>Online Software</td>
<td>#16021</td>
<td>$30.00 ea.</td>
<td>17</td>
</tr>
<tr>
<td>CAREER ARCHITECT® Development Planner 4th Edition</td>
<td>Book</td>
<td>#11028</td>
<td>$95.00 ea.</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Intellectual Property License</td>
<td><a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>CAREER ARCHITECT® Development Placemats</td>
<td>Book</td>
<td>#01067</td>
<td>$75.00/pack of 5</td>
<td>18</td>
</tr>
<tr>
<td>Broadband Talent Management™, Paths to Improvement</td>
<td>Book</td>
<td>#11033</td>
<td>$29.95 ea.</td>
<td>19</td>
</tr>
<tr>
<td>YOU: Being More Effective in Your MBTI® Type</td>
<td>Book</td>
<td>#11030</td>
<td>$54.00 ea.</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Individual Chapters</td>
<td>#11030</td>
<td>$50.00/pack of 5</td>
<td>20</td>
</tr>
<tr>
<td>YOU—LEADERSHIP ARCHITECT® Development Supplement</td>
<td>Booklet</td>
<td>#01069</td>
<td>$75.00/5-pack</td>
<td>21</td>
</tr>
<tr>
<td>YOU—LEADERSHIP ARCHITECT® Placemat</td>
<td>17&quot; x 22&quot; &quot;Placemats&quot;</td>
<td>#01066</td>
<td>$50.00/5-pack</td>
<td>21</td>
</tr>
</tbody>
</table>

## 360° Feedback

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>VOICES® and Development Tracker™</td>
<td>Online Software</td>
<td>Call 952-345-3614</td>
<td>24-25</td>
</tr>
</tbody>
</table>

## Performance Management

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oracle PeopleSoft® Enterprise ePerformance Module</td>
<td>Intellectual Property License</td>
<td>Call 952-345-3614</td>
<td>28</td>
</tr>
<tr>
<td>SuccessFactors Performance Manager™</td>
<td>Software</td>
<td>Call 952-345-3614 for information</td>
<td>29</td>
</tr>
<tr>
<td>PERFORMANCE MANAGEMENT ARCHITECT®</td>
<td>Sort Cards</td>
<td>Intellectual Property License</td>
<td>Call 952-345-3681</td>
</tr>
</tbody>
</table>
### Interviewing

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTERVIEW ARCHITECT® Professional Handbook</td>
<td>Handbook Intellectual Property License</td>
<td>#41122</td>
<td>$175.00 ea. <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>32</td>
</tr>
<tr>
<td>INTERVIEW ARCHITECT® Professional Online Software</td>
<td>#46003/Up to 25 Users</td>
<td>$5,000.00/Annual Subscription</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>INTERVIEW ARCHITECT® Express Interviewer’s Kit</td>
<td>FastFlip Book Notepad</td>
<td>#41027</td>
<td>$95.00 ea.</td>
<td>33</td>
</tr>
<tr>
<td>INTERVIEW ARCHITECT® Express Online Software</td>
<td>Handbook Intellectual Property License</td>
<td>#41025</td>
<td>$75.00 ea. <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>34</td>
</tr>
<tr>
<td>INTERVIEW ARCHITECT® Express Online Software</td>
<td>#46014/Up to 100 Users</td>
<td>$5,000.00/Annual Subscription</td>
<td>35</td>
<td></td>
</tr>
</tbody>
</table>

### Organizational and Team Effectiveness

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>STRATEGIC EFFECTIVENESS ARCHITECT™</td>
<td>Sort Cards, Book</td>
<td>#21027</td>
<td>$250.00 ea.</td>
<td>38</td>
</tr>
<tr>
<td>FYI For STRATEGIC EFFECTIVENESS</td>
<td>Book</td>
<td>#21032</td>
<td>$125.00 ea.</td>
<td>39</td>
</tr>
<tr>
<td>CHANGEABLE ARCHITECT®</td>
<td>Sort Card Deck Intellectual Property License</td>
<td>#21112</td>
<td>$75.00 ea. <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>40</td>
</tr>
<tr>
<td>TEAM ARCHITECT® FYI for Teams™</td>
<td>Sort Card Deck Book e-Survey Questionnaire Intellectual Property License</td>
<td>#21103 #21023 #25001</td>
<td>$75.00 ea. $55.00 ea. Call 952-345-3620 for survey pricing <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>41</td>
</tr>
</tbody>
</table>

### Succession Planning and High Potentials

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHOICES ARCHITECT® Tool Set</td>
<td>Sort Card Deck Paper Quick Score Questionnaires Paper Questionnaires Intellectual Property License</td>
<td>#61119 #61125/Research Scale #61123/Research Scale #61121/VOICES® Scale</td>
<td>$110.00 ea. $30.00 ea. $30.00 ea. $30.00 ea. <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>44-45</td>
</tr>
<tr>
<td>eCHOICES™ Online Survey for Development</td>
<td>Online Survey #65003/Research Scale #65001/VOICES® Scale</td>
<td>$250.00 per event</td>
<td>44</td>
<td></td>
</tr>
<tr>
<td>eCHOICES™ Online Survey for Succession Planning</td>
<td>Online Survey #65005/Research Scale</td>
<td>$125.00 per event</td>
<td>44</td>
<td></td>
</tr>
<tr>
<td>FYI for Talent Management™</td>
<td>Book</td>
<td>#61031</td>
<td>$45.00 ea.</td>
<td>45</td>
</tr>
<tr>
<td>Learning From Experience™ (LFE) Interview Guides</td>
<td>Set of 10 Guides</td>
<td>#41026</td>
<td>$150.00/set of 10</td>
<td>45</td>
</tr>
</tbody>
</table>

### Learning Enhancement

<table>
<thead>
<tr>
<th>PRODUCT</th>
<th>FORMAT</th>
<th>ITEM #</th>
<th>COST</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEARNING ARCHITECT® Sort Cards</td>
<td>Sort Card Deck Intellectual Property License</td>
<td>#51003</td>
<td>$75.00 ea. <a href="mailto:licensing@lominger.com">licensing@lominger.com</a></td>
<td>48</td>
</tr>
<tr>
<td>LEARNING ARCHITECT® Self-Score Inventories and Interpretation Guides</td>
<td>Paper Questionnaires</td>
<td>#51013 #51017</td>
<td>$150.00/set of 10 $150.00/set of 10</td>
<td>48</td>
</tr>
</tbody>
</table>
Order Information

Shipping and handling policy
Shipping requests for domestic standard and international delivery placed by 3:00 PM CST, Monday – Friday will ship within 24-48 hours. Requests for two day and overnight delivery placed by 12:00 PM CST, Monday – Friday will ship the same day. All shipping is based on product availability, provision of complete order details and cannot be guaranteed when special handling is required. Shipping and handling charges apply to all orders.

All international shipments include a commercial invoice (items/quantities/weight and true value or retail price). The receiving party is responsible for all shipping, handling, customs, duties, taxes and fees incurred. Please consult the necessary entity (customs office, etc.) for information regarding these fees. All Canadian shipments are considered international shipping.

Credit cards, invoicing, pre-payment policy
We accept MasterCard, VISA, and American Express and will invoice orders of $500.00 or more, U.S. currency. For all orders under $500.00 U.S., we will accept pre-payment with a credit card or check prior to shipment. First-time orders are also subject to pre-payment by credit card or check. Lominger terms are net 30 days on all invoices; if invoices are not paid on a timely basis, companies may be put on credit hold and subject to pre-payment-only terms.

Lominger Limited, Inc. does not accept any unauthorized returns. You will need to contact the business office at 952-345-3610 to receive a return authorization number and to get further details about shipping authorized returns. A restocking fee of 20 percent will apply to any product that is returned.

To order
To order, complete this form by indicating the quantity and pricing per item ordered. Fax to 952-345-3601, order online at www.lominger.com, order by phone by calling 952-345-3610, or mail this completed form to Lominger Limited, Inc., 5051 Highway 7, Suite 100, Minneapolis, MN 55416-2291. Incomplete forms cannot be processed or shipped.

Items listed on the order form are unrestricted tools available for purchase without certification. To place orders for restricted materials, please contact the Lominger Business Office at 952-345-3610 or business_office@lominger.com for complete ordering information.
# Order Form

<table>
<thead>
<tr>
<th>ITEM #</th>
<th>DESCRIPTION</th>
<th>PRICING</th>
<th>QUANTITY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1–9</td>
<td>10–49</td>
<td>50+</td>
</tr>
<tr>
<td>01023</td>
<td><em>The Leadership Machine Book</em></td>
<td>$39.95 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01024</td>
<td>100 Things You Need to Know: Best People Practices for Managers &amp; HR Book</td>
<td>$39.95 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>LEADERSHIP ARCHITECT® Sort Card Decks</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1–49</td>
<td>50–99</td>
<td>100+</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$75.00 ea.</td>
<td>$70.00 ea.</td>
<td>$65.00 ea.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Item #</td>
<td>Qty.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>01010 English Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>010162 Chinese Simplified Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01050 French Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01064 Japanese Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01048 German Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01058 Dutch Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01046 Spanish Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01034 Polish Paper Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01052 Italian Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01056 Portuguese (Brazil) Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01060 Chinese Traditional Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01038 Russian Paper Card Deck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>01070</td>
<td>LEADERSHIP ARCHITECT® Sort Cards 4.1b Edition Upgrade Kit</td>
<td>$9.95 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>LEADERSHIP ARCHITECT® Research and Interpretation Placemats</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Color, 2-pg. laminated set.</td>
<td>$30.00 ea.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pack of 25</td>
<td>$100.00 ea.</td>
<td></td>
</tr>
<tr>
<td>01030</td>
<td>English Research and Interpretation Placemat (2-pg. color version, laminated)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Order form continues on back)
<table>
<thead>
<tr>
<th>ITEM #</th>
<th>DESCRIPTION</th>
<th>PRICING</th>
<th>QUANTITY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 16011</td>
<td>SUCCESS PROFILE ARCHITECT™ Annual Subscription</td>
<td>$7,500.00 yr. per company</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 16012</td>
<td>SUCCESS PROFILE ARCHITECT™ Renewal Subscription</td>
<td>$7,500.00 yr. per company</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>FYI For Your Improvement™ 4th Edition Book</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11025</td>
<td>English</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11029</td>
<td>Spanish</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11026</td>
<td>French</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11027</td>
<td>German</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11028</td>
<td>CAREER ARCHITECT® Development Planner 4th Edition Book</td>
<td>$95.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11140</td>
<td>CAREER ARCHITECT® Development Planner 4th Edition Book and LEADERSHIP ARCHITECT® Sort Card Deck</td>
<td>$170.00 Set</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 01067</td>
<td>CAREER ARCHITECT® Development Placemat (5-Pack)</td>
<td>$75.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11030</td>
<td>YOU: Being More Effective in Your MBTI® Type Book</td>
<td>$54.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>YOU: Being More Effective in Your MBTI® Type Individual Chapters (5-Pack)</td>
<td>$50.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11036</td>
<td>Chapter ISTJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11037</td>
<td>Chapter ISFJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11038</td>
<td>Chapter INFJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11039</td>
<td>Chapter INTJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11040</td>
<td>Chapter ISTP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11041</td>
<td>Chapter ISFP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11042</td>
<td>Chapter INFP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11043</td>
<td>Chapter INTP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 01069</td>
<td>YOU—LEADERSHIP ARCHITECT® Development Supplement (5-Pack)</td>
<td>$75.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 01066</td>
<td>YOU—LEADERSHIP ARCHITECT® Placemat (5-Pack)</td>
<td>$50.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11033</td>
<td>Broadband Talent Management™ Paths to Improvement Book</td>
<td>$29.95</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 11035</td>
<td>Broadband Coaching Reference Guide (Individual set)</td>
<td>$15.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 61031</td>
<td>FYI for Talent Management™ Book (English)</td>
<td>$45.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 21023</td>
<td>FYI for Teams™ Book (English)</td>
<td>$55.00 ea.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 31013</td>
<td>FYI for Performance Management™ Book (English)</td>
<td>$75.00 ea.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

STATE AND LOCAL SALES TAX WILL BE CHARGED WHERE APPROPRIATE. SHIPPING AND HANDLING CHARGES ARE APPLIED TO ALL SHIPMENTS INSIDE AND OUTSIDE THE CONTINENTAL UNITED STATES. All international shipments include a commercial invoice (items/quantities/weight and true value or retail price). The receiving party is responsible for all shipping, handling, duties, taxes, and fees incurred. Please consult the necessary entity (customs office, etc.) for information regarding these fees. Canadian shipments are considered international shipping.

RETURN POLICY: Lominger Limited, Inc. does not accept any unauthorized returns. You must contact the business office at 952-345-3610 to receive a return authorization number which must be written on the outside of the return box or the materials will be refused. Items must be received in the original shrink wrap and in salable condition. Authorized returns will not be given for opened or used products, products with version numbers different than the current shipping version, or products returned after 30 days. A restocking fee of 20% will apply to any returned materials. ALL PRICES ARE SUBJECT TO CHANGE.
Experience-tested, research-based, and integrated, Lominger’s LEADERSHIP ARCHITECT® Suite is a comprehensive tool set that can be customized to fit any organization’s culture or way of operating. Organizations choose the tools they need from a full suite of content solutions that includes printed and software products as well as intellectual property licenses.

Based on 67 Competencies and 19 Career Stallers and Stoppers (further grouped into 26 Clusters and 8 research-based Factors) and 10 Universal Performance Dimensions, the tools in the Suite can be used for everything from job profiling, selection, and training to performance management, individual development, team development, succession planning, and more.

Each tool stands on its own and is designed to accomplish a specific task. Since the Suite is integrated, each tool can also work in concert with the other products via the LEADERSHIP ARCHITECT® Competencies.