

## About WJM Associates, Inc.

WJM Associates is a recognized leader in providing high-impact, practical solutions to companies seeking to achieve lasting and measurable improvement in the performance of their Executives, Teams and Organizations. Our clients range from Fortune 500 to mid-sized companies across the private and public sectors and cover most industries.

WJM focuses on organizations as systems, made up of three cohesive parts: the individual Executive, the Team, and the Organization. WJM offers proven and practical service lines at these three distinct levels:

Executive 	Team 	Organization 
<b>Executive Coaching</b>	<b>Team Alignment</b>	<b>Succession Management</b>
<b>Executive Assessment</b>	<b>Team Assessment</b>	<b>Change Management</b>
<b>On-Boarding</b>	<b>Strategic Team Coaching</b>	<b>High Potential Group Development</b>
<b>High Impact Coaching</b>	<b>Meeting Facilitation</b>	<b>Action Learning</b>
<b>Advisorship™</b>		<b>Private Equity Services</b>
<b>Executive Transition</b>		

## Our Services

### The Executive – *increasing personal effectiveness*

**Executive Coaching** – Highly qualified professionals provide one-on-one coaching to senior level or high potential executives for three to six months in order to meet specific organizational objectives and deliver significant bottom-line value.

**Executive Assessment** - Customized assessment program that can significantly improve developmental, hiring and succession planning initiatives, as well as reduce executive failure. Includes pre-employment assessment, high potential assessment, and team assessment. Can be used as a stand-alone or developed as an Assessment Center.

**FastStart™ On-Boarding** - Specialized coaching program that dramatically increases the success rate of newly hired or promoted executives by helping them adapt quickly to a new culture, define priorities, identify problem areas and develop successful relationships with top management and team members.

**High-Impact Coaching** - intensive ‘just-in-time development’ that addresses critical performance issues in a very time-sensitive fashion.

**Advisorship™** - cadre of individuals with high-level corporate and/or board experience serve as trusted, objective, pragmatic and supportive confidants to top executives. The Advisorship™ differs from what is typically offered as “executive coaching” in that it pairs clients with peers who themselves have had many years of high-level management and the direct P&L experience necessary to truly empathize with, and advise, top executives.

**Executive Transition** - a unique and comprehensive career/life management service through which our highly skilled coaches assist a senior executive in strategizing and implementing his or her next phase in an already successful career.

## **The Team – *aligning teams to perform***

**Rapid Team Alignment** - practical and efficient process for clarifying roles, communicating expectations and maximizing alignment among team members toward a common shared objective.

**Strategic Team Coaching** - highly coordinated coaching approach to developing capabilities of senior executive teams tasked with a specific organizational change or objective.

**Meeting Facilitation** - structured process in which the facilitator guides the participants through a series of predefined steps to arrive at a result that is created, understood, and accepted by all participants. Helps groups to align, reach consensus, and move forward.

## **The Organization – *empowering entire companies***

**Succession Management** - strategic and pragmatic Succession Management methodology for continually identifying future leaders and providing them with meaningful and measurable development.

**Change Management** - practical processes and tools for managing change at an organizational level, includes techniques for engaging managers as change leaders, effective communications campaigns, and developing skills to support and sustain the change.

**Leadership Discovery (High Potential Development)** - Budget-friendly and highly effective, targeted approach to identifying and developing populations of high potential executives.

**Action Learning** - process for solving real business problems and achieving organizational targets, while concurrently serving as the key methodology for developing leaders and building teams.

**Private Equity Services** - From deal due diligence to supporting the success of current investments, we provide expert assistance in selecting, assessing and developing the exceptional management teams critical to maximizing ROI.

## The WJM Difference

### **We bring quality control to Executive, Team and Organizational effectiveness.**

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to talent development. The WJM ADs ensure that the process is moving forward appropriately and that all deadlines and expectations are being met. They provide regular “report cards” on each specific engagement, providing HR and management with an overview and status update against established goals and developmental plans.

### **There is no standard solution.**

WJM listens and seeks to thoroughly understand your business before recommending any service. Our faculty of over 100 highly experienced executive coaches, organizational psychologists and consultants, located around the world, provides maximum flexibility in delivering services designed from the bottom up for the specific challenges of the organization. Our broad spectrum of professionals allows us to fully complement your company's developmental needs, corporate culture, and even language.

### **We impact your organization.**

At WJM, while we aspire to make a difference in the lives of individual executives, we never lose sight of our primary mission - to serve the organization. Our executive coaching and consulting services are entirely focused on delivering measurable bottom-line value within a short period of time. We help determine, and then deliver, results. The elements of success are clearly defined at the commencement of our service, tracked throughout and carefully reviewed with the company at the conclusion of each assignment.

### **History**

WJM was founded in 1996 by William J. Morin, an internationally renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world's largest organizational consulting and career management firms. Today the company is led by our President and CEO Tim Morin and a management team comprised of accomplished individuals with extensive industry experience and vision.

# WJM ASSOCIATES CLIENTS

## Advertising/Marketing

Draft FCB  
The Interpublic Group  
Sitel  
Synapse

## Airlines

US Airways

## Automotive

Dana Brake and Chasis  
Ford Motor  
General Motors  
Mercedes-Benz

## Business Services

ACNielsen  
Aon Consulting  
Automated Data Process. (ADP)  
Deloitte Touche Tohmatsu  
Distribution Solutions  
Gale Group  
KForce  
Mercer Delta Consulting  
Nielsen Media Research  
PDI  
Phillips Elect Eng  
Richmond Events  
TEKsystems  
Dun & Bradstreet (D&B)  
Tomra  
United Parcel Service (UPS)

## Clothing & Apparel

adidas North America  
The Rockport Co.  
The Timberland Co.  
Theory

## Construction

D.G. Liu Contractor

## Retail / Consumer

Binney & Smith (Crayola)  
Columbia House  
Diageo  
Home Depot  
LG Electronics USA  
Panasonic  
Town Sports International  
Eastman Kodak

## Education

Montana State University

## Financial

Astoria Financial  
Atlantic Liberty Financial  
Banco Popular North America  
Bank Julius Baer (UBS)  
Bank of America  
The Bank of New York Mellon  
Capital One  
Castle Harlan  
Citigroup  
Commerce Bank (TD Bank)  
FleetBoston (Bank of America)  
GMAC Financial Services  
The Goldman Sachs Group  
J.P. Morgan Chase  
Lehman Brothers  
Mastercard International  
Merrill Lynch  
Morgan Stanley  
OppenheimerFunds  
Prudential Securities  
Sac Capital Advisors  
Standard & Poor's  
Swiss Re Capital  
UBS Financial Services  
Union Planters Financial  
Western Union

## Food & Beverage

Daymon Worldwide  
DuPont Agriculture & Nutrition  
HAVI Food Services  
The Pepsi Bottling Group  
PepsiCo  
Sodexo  
The Pepsi Bottling Group

## Industrial / Manufacturing

Int. Flavors & Fragrances (IFF)  
Allied Signal (Honeywell)  
Ciba Specialty Chemicals  
Cytec Engineered Materials  
Cytec Specialty Chemical  
DuPont  
Eaton  
Lockheed Martin

Louisiana-Pacific

NCR

NewPage

Prenova

Shick-Wilkinson Sword

Symrise

TW Perry

## Insurance

Acacia Life Insurance

Aetna

America Skandia

CareFirst

The Hartford Financial Svcs.

John Hancock Financial Svcs.

MetLife

Prudential Financial

The Travelers Companies

Uniprise

WellPoint

## Internet

Amazon.com

eCollege.com

AOL

## Media / Publishing

Computerworld (IDG)

Congressional Quarterly

Fortune Magazine

Hallmark Entertainment

Home Box Office (HBO)

The McGraw-Hill Companies

MTV Networks

Nickelodeon

Pearson Education

Pearson Technology Centre

The Reader's Digest Assoc.

Thieme Medical Publishers

Time Warner

## Medical Supplies & Devices

Almyra

Closure Medical Corp.

Cordis

DePuy Mitek

Ethicon

Kinetic Concepts

Ossur Americas

## Non-Profit

Boy Scouts of America

United Way of America

Univ. Space Research Assoc. (USRA)

YMCA

## Pharmaceutical / Healthcare

Bristol-Myers Squibb

Celgene

Hoffman-LaRoche

Johnson & Johnson

McNeil-PPC

Merck

OraPharma

Ortho-McNeil

Schering-Plough

Somerset Medical Center

UCB

Warner-Lambert (Pfizer)

## Technology

Burns & Roe

Intuit

Pitney Bowes

Stronghold Tech. (Dealer Advance)

Tagnetics

Telxon

Teradyne

Xerox

## Telecommunications

AT&T Wireless

Ciena

Motorola

Research in Motion (Blackberry)

Sprint Nextel

Verizon Communications

