



About Booz Allen

Booz Allen Hamilton is a leading provider of management and technology consulting services to the US government in defense, intelligence, and civil markets, and to major corporations, institutions, and not-for-profit organizations. Booz Allen is headquartered in McLean, Virginia, employs approximately 25,000 people, and had revenue of \$5.86 billion for the 12 months ended March 31, 2012. (NYSE: BAH)

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Vectors for Human Performance Improvement (vHPI)

Your organization is already managing multiple organizational vectors—but is it focused on the vectors that have (or should have) the biggest impact on achieving robust performance outcomes? If you want to be mission ready for synchronized action, you need to manage and track the vectors that are key to human performance improvement (HPI).

Booz Allen Can Help You Be Ready for What's Next

What workforce capabilities are required to meet your organizational objectives and missions? What is the proficiency of your workforce in key competency and skill areas? How does your workforce measure up against capability requirements? How does your organization develop its capabilities at the workforce level while addressing individual development needs?

Booz Allen Hamilton, a leading strategy and technology consulting firm, helps clients like you respond to these and other strategic talent management issues by deploying workforce management and employee development learning solutions. We provide federal agencies with an array of HPI solutions to help you achieve your desired strategic performance outcomes. Our comprehensive approach and integrated functional expertise in learning analysis and strategy, instructional design and development, instructional implementation and sustainment, and learning program management position our clients to address key workforce and talent management challenges using tailored, personalized, focused, improvement vectors. We draw from an established record of developing HPI strategies and years of experience providing innovative solutions for a wide range of clients who have successfully transformed into high-performance organizations.

The Booz Allen Approach—vHPI

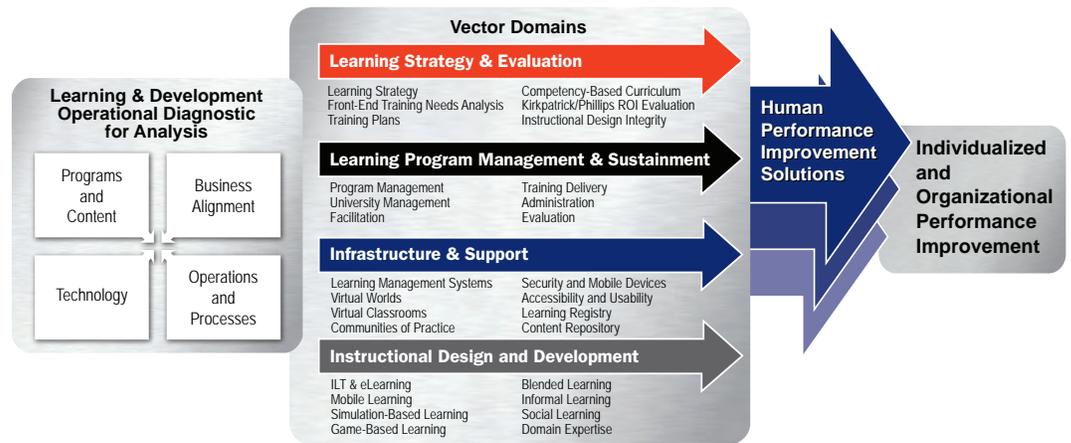
Booz Allen's holistic analysis approach is guided by our learning and development diagnostic operational framework, which enables a broad understanding of how vectors for HPI are employed in your organization. We work with you to analyze how effectively, or ineffectively, these vectors are being applied to optimize your individual and organizational performance. We perform vector analysis to determine precise solutions for you with specialties in the domains of Learning Strategy & Evaluation, Learning Program Management & Sustainment,

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delivering results that endure

Infrastructure & Support, and Instructional Design & Development. Typically, the process produces multiple recommended solution vectors in each of these domains that combine in a complementary manner to provide a comprehensive HPI solution that results in increased individual and organizational improvement.

Vectors for Human Performance Improvement Model



Whether your focus is engaging employees, onboarding new hires, transferring technical skills, saving lives, or developing the leaders of tomorrow, we will create an effective, vectored solution. We carefully select, tailor, and integrate vHPI to produce desired results. Beginning with the end in mind, we work with you to create relevant content and deliver it online, offline, in the field, or on classified data systems.

Three Rules of Organizational Vectors:

1. Vectors have both direction and magnitude
2. Vectors are additive
3. Changing or adding one vector affects at least one other vector

Vector domains that we specialize in include:

- **Learning Strategy & Evaluation**
 - Learning Strategy
 - Front-End Training Needs Analysis
 - Training Plans
 - Competency Based Curriculum
 - Instructional Design Integrity
 - Kirkpatrick and Phillips Return on Investment (ROI) Evaluation
- **Learning Program Management & Sustainment**
 - Program Management
 - University Management
 - Facilitation
 - Training Delivery
 - Administration
 - Evaluation
- **Infrastructure & Support**
 - Learning Management Systems
 - Virtual Worlds
 - Virtual Classrooms
 - Communities of Practice
 - Security and Mobile Devices
 - Accessibility and Usability
 - Learning Registry
 - Content Repository
- **Instructional Design & Development**
 - Instructor-Led Training (ILT) & eLearning
 - Mobile Learning
 - Simulation-Based Learning
 - Game-Based Learning
 - Blended Learning
 - Informal Learning
 - Social Learning
 - Domain Expertise

Whether you're managing today's issues or looking beyond the horizon, count on us to help you be ready for what's next.