

Innovations International, Inc.

The Power To Transform Your World



Comprehensive Consulting Services

Uniquely designed for

Corporations and Organizations Worldwide

Presented by



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An Overview of Innovations International

Innovations' Establishment

Innovations International was established in 1983 by Dr. William A. Guillory after an intense period of formal and experiential learning. This learning experience included travel and residence in more than ten countries around the world—both East and West. His formal training involved executive education courses at business schools and ultimately teaching business courses in personal and organizational transformation.

Innovations is an 8a Corporation.

Innovations' Ownership

Innovations is jointly owned by Daniel Guillory, Esq., CEO, and William A. Guillory, Ph.D., President.

Innovations' Mission

To facilitate programs and processes that result in individual and organizational transformation necessary to create an inclusive, high-performance organization.

To assist organizations in maximizing the potential of employees and their collective performance through cooperation, collaboration, and cross-functional networking.



Innovations' Programs

Over our 25 year history Innovations has developed exceptional and comprehensive expertise in the following areas of organizational development.

- *Diversity*
- *Leadership*
- *High Performance*
- *Creativity and Innovation*
- *Quantum-Thinking*
- *Spirituality in the Workplace*

Innovations has developed more than 30 three-hour modules in these areas of workplace performance.

Innovations' Services

Innovations' services include

- Audits
- Surveys
- Strategic Planning
- Executive Coaching
- Seminars/Workshops
- Keynote Speeches/Conferences
- Creative Design of Customized Programs
- Research and Development
- Publications



in diversity, leadership , and high performance.

Innovations' Workshop and Seminar Programs

These programs include:

- Diversity—*The Competitive Advantage* (based upon the booklet: *The Business of Diversity*)
- Diversity and Cultural Competence in Healthcare
- High-Performance Leadership—*A Nine Module Leadership Series* (based upon the book: *Empowerment for High-Performing Organizations*)
- The Power of Collaboration—*A Comprehensive Cooperation, Teamwork, and Cross-Functional Networking Program*
- Organizational Transformation—*The Power of Inclusion*
- Creativity and Innovation—*An Advanced Comprehensive Program*
- Cross-Cultural Interpersonal Dynamics—*Relationship, Communication, and Conflict Resolution*
- Insights for Success—*A Skills-Based Program for Success in the Workplace*



Innovations' Advanced Programs

Innovations excels in diversity, leadership, teamwork, and creativity with the following advanced programs:

- The Global Advantage—*Diversity, Inclusion, and High Performance*
- The FuturePerfect Organization—*Leadership for the 21st Century*
- Spirituality in the Workplace—*A Values-Based Program in High Performance*
- Virtual Collaboration—*The Intersection of Human Dynamics and Information Technology*
- *Work-Life Balance, Quality, and Integration*
- *Computer-Assisted Learning Programs*
- Quantum-Thinking—*Higher Order Creativity and Innovation*

We excel in creative and conceptual design of new programs and/or offerings.

Innovations' Clients

Over our 25 year history, 80% of our clients have been Fortune 100 Corporations including Chevron, Amgen, Dow Chemical, Chrysler, Merck & Co., Texas Instruments, EDS, Northrop Grumman, Eastman Kodak, American Airlines, Anheuser Busch, Ford, The Kellogg Company, and many others.

The average duration of service we provide for our customers is eight years.

Innovations' Locations and Resources

Innovations' has two official company locations: Salt Lake City, Utah and San Francisco, California.

During our 25 year history, we have trained more than 200 facilitators in our diversity, leadership, and high performance programs. Of this number, we have retained 50 as Innovations' subcontractors.

These exceptional subcontractors are located across the United States in Atlanta, GA; Santa Barbara, CA; San Francisco, CA; Portland, OR; Salt Lake City, UT and Orlando, FL. We consider these sites to be unofficial Innovations' locations.

Innovations' Account Team

The Innovations' Account Team includes

- Daniel Guillory—CEO/Project Manager
- Heidi McKeever—Director of Operations
- William A. Guillory—Creative Design of Products and Services
- Emily Weigel—Instructional Design and Production
- Kathleen Di Francesco—Director of Marketing



Innovations Facilitators

Darrell Butler—African-American male; Vice President of Sales, Merck & Co.; Vice President of Diversity and Inclusion, Merck & Co.; Innovations Facilitator for 10 years.

Jacqueline Oliveira, M.S.—Eurasian female; Adjunct faculty member at Antioch University in Intercultural Studies; 15 years national and international facilitator in diversity and intercultural fields; Innovations facilitator for 7 years.

Jannette Bailey, Ph.D., MBA—Caucasian female; Co-founder of Life Management for 15 years; Customer Manager for Maggie Sottero, Canada; Innovations facilitator for 10 years.

Scott Horton, M.S.—Caucasian male; M.S. in Human Resource Management and Counseling; Scott has delivered over 600 diversity seminars with exceptional evaluations; Dean and Director of Education at Emory University; Innovations facilitator for 10 years.

Judge Shauna Graves-Robertson—African-American female; presently a county municipal judge in Salt Lake City; Employed by Innovations for more than 15 years as a facilitator, trainer, and executive coach, Previous appointment at American University, Washington, D.C.; Office of the Utah Attorney General; and faculty member at the University of Utah.

Christopher Harding—Caucasian male; Entrepreneur; Vice President of Marketing for Bonneville Corporation; Producer and Director of programs for ABC-TV, Walt Disney Company, PBS TV, and CBS TV; Exceptional creative and conceptual designer; Innovations facilitator for 15 years.

Miguel Valenciano, M.S.—Latino male (bilingual in English and Spanish); B.S. University of Costa Rica; Exceptional, high-energy, knowledgeable facilitator; Facilitated more than 500 diversity Innovations seminars in U.S., Canada, South America, and Micronesia; Innovations facilitator for more than 10 years.

Ulla Knoll—German Caucasian female (bilingual in German and English) Secondary school level I certificate; Resides in Germany and has worked in the healthcare and service-oriented fields for companies such as for Buderus, Alkem, Nukem and Degussa. Combining her experience in service and healthcare she is now working as a seminar facilitator.

Innovations' Facilitator and Creative Designer

William A Guillory, Ph.D.—African-American male; Authority on diversity, leadership, and high performance; published 12 books and pamphlets/booklets; Ph.D. in Chemical Physics, University of California, Berkeley; Presented more than 4,000 seminars, speeches, and conferences; numerous scientific and humanistic awards; Presentations around the world; distinguished as a scientist and human resources facilitator in organizational transformation. Exceptional in terms of conceptualization, design and facilitation of transformational programs.



Ability to Meet Needs and Requirements

Contract Management

This requirement is the responsibility of Daniel Guillory, CEO. We have managed numerous large contracts involving thousands of participants for Amgen, Northrop-Gruman, EDS, Dow Chemical, Texas Instruments, etc.

Reporting, Functional Requirement, and Delivery

Our staff of five employees collectively share the responsibilities of reporting, functional requirements, and delivery. When additional assistance is needed, we have four Senior Facilitators located in Salt Lake City, UT we utilize on a regular basis.

Service Measures

In terms of logistics, preparation, and support materials, our normal evaluation involves a written questionnaire and the verbal feedback from a site contact person.

The quality and effectiveness of the seminar presentations is evaluated by the following three sequential measurements:

1. The immediate measurement of the training is a the survey shown on the following page by a numerically rated scale of 1 through 5. The facilitators we employ all routinely score a rating of 4 to 5.
2. An intermediate measurement will is five to ten question survey, either by email or online.
3. A six-month evaluation involve online and/or verbal interviews with various participants at various sites; which can also be done by telephone.

Sample Seminar Evaluation

Please rate this seminar according to the following scale:

E = Excellent VG = Very Good A=Average F=Fair P=Poor

Instructor

- | | | | | | |
|--|---|----|---|---|---|
| 1. Knowledge of subject matter (diversity) | E | VG | A | F | P |
| 2. Knowledge of the specific course materials (the workbook, exercises, teaching text, modules) | E | VG | A | F | P |
| 3. Delivery and presentation skills (voice, body, language, appearance, attitude, etc.) | E | VG | A | F | P |
| 4. Communication skills (appropriate examples, explanation of concepts and exercises, understandability, etc.) | E | VG | A | F | P |
| 5. Group facilitation skills (preparation, time management, effectively balanced adherence to agenda with flexibility to explore important issues as they arose) | E | VG | A | F | P |
| 6. Ability to effectively engage all participants in the session | E | VG | A | F | P |
| 7. Individual coaching skills (intervened with participants as appropriate to ensure they understood concepts and/or gained personal insights) | E | VG | A | F | P |
| 8. Ability to create a safe environment of mutual respect and dignity | E | VG | A | F | P |
| 9. Conflict resolution skills (effectively managed any conflicts as they arose) | E | VG | A | F | P |

Course

- | | | | | | |
|--|---|----|---|---|---|
| 10. Course materials (organization, clarity, design) | E | VG | A | F | P |
| 11. Exercises (practical, clearly defined) | E | VG | A | F | P |
| 12. What subjects should have received more attention? | | | | | |
| 13. What subjects should have received less attention? | | | | | |

General Comments

14. What did you like best about the course?
15. What would you change to make the course more effective?
16. What impact has your participation in this course had on you personally, professionally, or both?
17. Would you recommend this course to others? Yes_____ No_____

Sub-Contracting Relationships and Supporting Roles

Facilitators

The majority of our sub-contracting is through the utilization of facilitators. Four of the seven facilitators we routinely employ exclusively present Innovations programs. As such, they are “unofficial” employees of Innovations.

The other facilitators have been successfully delivering Innovations’ programs for more seven years. We have more than 25 Innovations certified facilitators available for sub-contracting.

Printed Materials

Phil Davis, has printed our workbooks and other support materials for more than ten years. His firm, ZDocs has our same level of commitment to exceptional quality.

Accounting Firm

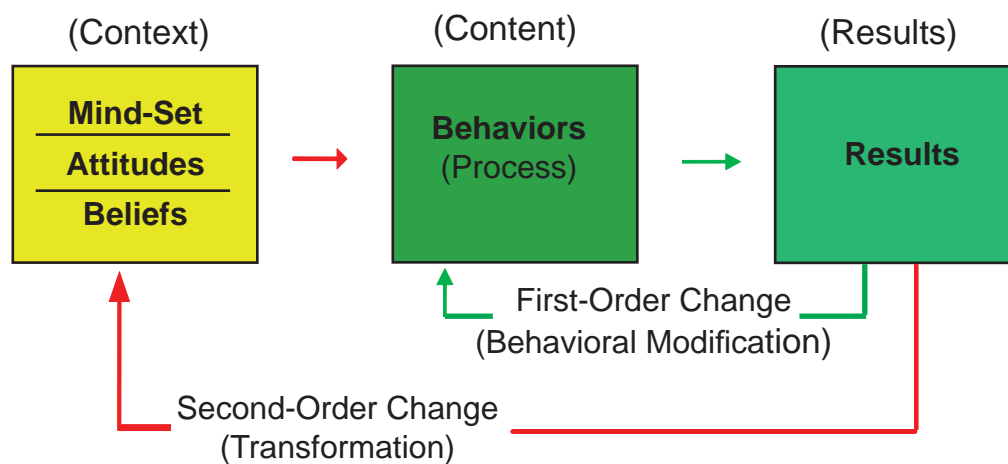
In addition to the Director of Operations, Heidi McKeever, we have employed our accounting firm, Sorensen, Vance and Company, since the inception of Innovations (1983). They oversee and manage the financial status of Innovations.



Value-Added Services

Innovations' Defining Difference

The defining difference between Innovations and others in this field is our emphasis on individual and organizational transformation, illustrated by the diagram below.



For change and continuous learning to occur, both a transformation in mind-set, as well as significant behavioral and procedural interventions must also occur. Specifically, change requires the learning of cognitive and functional skills for effective adaptation.

Performance Benefits of Organizational Transformation

We have shown in our courses the monetary benefits resulting from shifting the performance of 30% of a work force from 60-80% output to 80-100% output as a distribution based on the distribution below. On a percentage scale of 0-100%, what percent of your performance capability is being used in your current job?

■ 0-20% ■ 21-40% ■ 41-60% ■ 61-80% ■ 81-100%



* Performance capability refers to maximum utilization of your performance potential—beyond what you are presently assigned.

Return on Investment on Employee Development Performance

$(0.20) (960 \text{ employees}) (\$50,000 \text{ average salary}) = \9.6M

This ROI involves

- Employee Development
- Mentoring/Coaching
- Greater Empowerment*
- Teamwork/Collaboration
- Alignment



within the framework of an inclusive culture.

* *Empowerment* is the ability to perform.

Customer Integration Philosophy

In January 2004, Innovations instituted an expanded customer service program called Customer Integration. This program involves viewing customers and clients in a “seamless team relationship” with Innovations.

Every project, from beginning to conclusion, involves customers’ input, creativity, and feedback in carrying out everything that is done. Although we each play varying roles as part of the Team, Innovations is 100% responsible and 100% accountable for the successful delivery of contracted programs. In general terms, we are unconditionally committed to the extraordinary success of our customers and clients.

Our Corps of Facilitators

Our Corps of facilitators are first and foremost professionally successful individuals. Secondly, they are provided the opportunity to use their skill of “facilitative coaching;” which is the process of assisting individuals and groups through a transformation in mind-set, resulting in a transformation in performance.

They have all gone through a rigorous selection process of personal transformation to “earn” the privilege of presenting our diversity program.



References of Recent by Contracted Programs

Winston Wilkinson

Director of the Office for Civil Rights, Department of Health and Human Services (HHS-OCR)

Phone: 202-619-0403

Email: winston.wilkinson@hhs.gov

From 2005 to the present, Innovations has provided an extensive program of services for HHS-OCR. The three-year objective of these services is to create an inclusive, high-performance organization. These services include the following:

- A comprehensive cultural survey
- A survey report, recommendations, and presentation
- A Strategic Performance Plan
- First-Phase Executive Leadership Training Program
- First-phase facilitation of a one-day training course for all employees
- A Strategic Performance Plan (for detailed implementation)
- Second-Phase Executive Leadership Training Program
- Second-phase facilitation of a one-day course for all employees
- An Executive Coaching Program for the Director and selected executive personnel
- Planned for 2007-2008: A Pulse Survey, as well as continuing training, Executive Coaching, second comprehensive cultural survey, and facilitation of a Train-the-Trainer program.

Alma Hobbs, Ph.D.

Dean of the School of Agriculture, Virginia State University (Former director of the Department of Agriculture and employed there for 30 years. Dr. Hobbs recently transitioned to Virginia State University as Dean of the School Agriculture).

Phone: 804-524-5961

Email: ahobbs@vsu.edu

Innovations provided extensive consulting services over a ten (10) year period for the Department of Agriculture as listed below:

- Comprehensive cultural survey
- Keynote speeches
- A strategic plan
- Executive leadership training
- A survey report, recommendations, and presentations
- Executive Coaching
- Approximately \$60,000 Annually

We have provided similar services for Dr. Hobbs at Virginia State University during the past two years.

Kerry R. Watson

Senior Operating Officer, Duke University Health System

Phone: 919-681-6481

Email: watso041@mc.duke.edu

From 2005 to the present, Innovations has assisted the Duke University Health System to integrate an extensive leadership program into its exceptional, world-renowned healthcare services. The services we have provided are the following:

- Senior and Managerial Level one-day training programs involving Inclusion—The Competitive Advantage
- Development of Corps of Duke University Diversity facilitators for Internal Training of Broad-based Personnel
- Master Facilitator Training and Certification for four Duke University Trainers
- Specialized training designed for the Duke University Heart Services
- Specialized physician training
- Planned for 2007-2008 Second Phase Leadership Training; design of an Information and Knowledge Management Network System; and Executive Consulting.

Ted Bagley

Vice President of Human Resources, Amgen

Phone: 805-447-4050

Email: tbagley@amgen.com

We began providing consulting services for Amgen seven years ago in 2000. To date we have provided diversity and leadership training for more than 20,000 employees in the U.S. and Puerto Rico—trainings have been presented in both English and Spanish. We have facilitated training for more than 3,000 employees per year at six different U.S. sites and at Amgen's Puerto Rico site. The evaluations have been uniformly exceptional for a corps of fifteen different facilitators serving this customer. The range of consulting services we have provided include the following:

- Senior, managerial, and broad-based level Training and Education
- Train-the-Trainer Program for an Internal Corps of Facilitators
- Invited to present at Senior Executive Leadership Retreats (CEO and President Leadership Team) involving diversity, leadership, and high performance.

Appendix:

The Innovations Advantage

Innovations' offerings are distinguished by the following

Experience	We have more than twenty years of experience in the area of organizational transformation; particularly focusing on Diversity, High Performance, Leadership, Creativity, and Quantum-Thinking.
Comprehensiveness	We realize that fundamental change requires a long-term commitment and a comprehensive approach. Therefore, we take a multidimensional approach to learning through traditional stand-up seminars, presenter learning programs (train the trainer), and Computer-Assisted Learning (CAL); as well as online learning.
Customization	We realize that every client is unique in style, needs, and culture, and as such, we uniquely design each of our services in conjunction with our clients according to their specifications.
Quality	We take pride in our products and services, our commitment to excellence in everything we do, and our critical attention to detail. At Innovations, quality is an institutionalized way of thinking and doing.
Service	The essence of service is captured by our Service Covenant; "We promise to continuously exceed your expectations by providing you extraordinary service from the entire Innovations staff."
Customer Satisfaction	We have received continuous business from more than 85% of our previous clients in the past twelve years. We have learned much from them and embrace them as our most cherished teachers.
Innovation	We take pride in our relentless pursuit of the next generation learning systems—both human and technological. Our creativity and innovation are unparalleled in producing cutting-edge products and services, e.g., computer-assisted interactive, multimedia, and online learning.

Innovations International, Inc.

Innovations International, Inc. was founded in 1983. Our mission is to provide cutting-edge, high performance programs that facilitate personal and organizational transformation in the areas of diversity, empowerment, leadership, creativity, work-life integration, and quantum-thinking.

Our staff is comprised of 5 employees and an Independent Contractor corps of 50 professionals from a variety of business specialties. This team of individuals is highly proficient and professionally accomplished in a variety of fields, from law to sales and marketing to science and technology to healthcare. They are also geographically located in a variety of cities throughout the U.S. including San Francisco, Dallas, Oviedo (Florida), and Atlanta. Dr. William A. Guillory is the founder and President of Innovations International, Inc.

In summary, we feel we will perform exceptional service in terms of your training needs as well as any other diversity, leadership, or high performance needs you might have. This statement is based on

- Our experience and success for more than 20 years.
- Our average duration of service to a specific customer of eight years.
- Our comprehensive offering of programs in diversity, empowerment, leadership, creativity, and work-life integration.
- Our numerous publications in diversity, cultural competence, leadership, high performance, and work-life quality and balance.
- Our exceptional focus on quality and customer integration.
- Our exceptional corps of facilitators.
- Our reputation as an exceptional human resources firm.
- Our relentless pursuit of the next generation high performance paradigm (The FuturePerfect Organization – Driven By Quantum Leadership).

And most of all, our exceptional abilities in creativity and innovation.

Facilitator Resumes

William A. Guillory, Ph.D., President



Dr. Guillory is an authority on diversity, empowerment, leadership, creativity and innovation, and quantum-thinking. His most recent cutting-edge program involves “Leading and Managing During Turbulent Times,” and “Achieving Work-Life Quality, Balance, and Integration.” Bill’s published books include “Realizations,” “It’s All an Illusion,” “Destined to Succeed,” “Empowerment for High-Performing Organizations,” “The Living Organization—Spirituality in the Workplace,” “Tick Tock!...Who Broke the Clock?—The Power of Work-Life Integration,” and his most recent publications, “The FuturePerfect Organization,” “Animal Kingdom—A Diversity Fable,” “How to become a Total Failure” (A tongue-in cheek book about success!).

Prior to founding the consulting firm Innovations International, Inc., Dr. Guillory was a physical chemist of international renown. He has lived, studied, lectured in England, France, Germany, Japan, Switzerland, Poland, Mexico, Puerto Rico, Singapore, Hong Kong, and China. He has authored over 100 publications and several books on the application of lasers in chemistry and was Chair of the Department of Chemistry at the University of Utah. Dr. Guillory received his B.S. from Dillard University in New Orleans, his Ph.D. from the University of California at Berkeley, and was a National Science Foundation Postdoctoral Fellow at the Sorbonne in Paris. His distinguished awards and appointments include an Alfred P. Sloan Fellowship, an Alexander von Humboldt appointment at the University of Frankfurt, a Ralph Metcalf Chair at Marquette University, and the Chancellor’s Distinguished Lectureship at the University of California at Berkeley.

Dr. Guillory has presented over 4,000 seminars throughout North and South America, Great Britain, Europe, Mexico, Asia Pacific, and Canada. He has facilitated seminars for over 300 corporations, including the senior management of American Airlines, Amgen, Amoco, Avon, Chevron-Texaco, DaimlerChrysler, Dow Chemical, Eastman Kodak, Electronic Data Systems, Hewlett Packard, Keebler, Kellogg, Lockheed Martin, Los

Alamos National Laboratory, Merck, Northrop Grumman Corporation, Proctor & Gamble, Qualcomm, Sandia National Laboratories, Texas Instruments, TDIndustries, and many other Fortune 500 companies.

Daniel S. Guillory, Esq.



Daniel S. Guillory, Esq. serves as CEO of Innovations International. Prior to working with Innovations, Mr. Guillory was a corporate and securities associate at Pillsbury Madison & Sutro LLP, and remains a member of the California Bar. He received his J.D. from Harvard Law School and his B.A. in international relations from Stanford University. In addition, Mr. Guillory studied international law at the Université de Paris I - Panthéon

Sorbonne. He is fluent in French and conversant in German. Daniel delivers classroom training for Innovations International on topics such as leadership, diversity and empowerment for many different corporations and non-profits including Anheuser-Busch, Merck & Co and the YMCA. In addition, he has managed large scale training efforts with a number of organizations including but not limited to Merck & Co., Northrop Grumman, Amgen, Sempra Energy, Genentech and The Kellogg Company.