



The Executive Team Profile™ for Top Teams and Divisional Teams in Organizations

The Executive Team Profile™ Overview

Our *Executive Team Profile*™ provides an assessment of the strength and balance of your current leadership team at any level in your organization. We facilitate a review of past performance relative to goals and objectives for the company and for each person over the past few years.

Then we help the team to clarify current strategies for company development over the coming few years, specifying the new challenges, different nature of individual assignments and the *Core Values Nature* of each executive. Team weaknesses are identified, such as too little action/ results energy and too much assess/solve energy. The end result is a more focused team and a strategic leadership plan that guides the CEO in further development of each team member.

We guide the CEO/Division Leader in deciding whether to hire new team members, reposition and re-commission exiting team members and where administrative support positions may be warranted. This is typically a full day, client-site event, a very powerful and success-creating process that has a tremendous impact on the team and company.

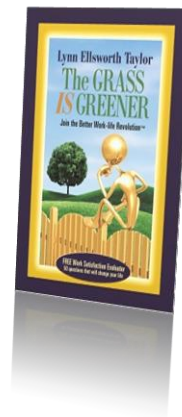
Additional meeting and training time, both before and after the Executive Team Profile, will be conducted with the CEO/Division Leader, as well as follow-up meetings at 30 and 90 days after the session.

Our Premise:

All human beings want to know and feel they are making their highest and best contribution in their work, fulfilling that sense of meaning and purpose in life. Our ultimate mission at Taylor Protocols is “putting the right people in the right seat, doing the right work!” We love what our Founder & CEO, Lynn Taylor says regarding *Real Work*:

My Real Work causes my presence on earth to be useful, positive and of significant value to those around me. The secret is not to learn how to have fun and joy at work; the secret is to do work that is naturally engaging to who you are and what you are, so you know that you are making your highest and best contribution. This allows you to experience real joy naturally as part of your work life. This is what Abraham Maslow called peak experiences. Sometimes this makes the right job downright fun.

-Lynn E. Taylor, *The Grass IS Greener*



Benefits of the Executive Team Profile™ in Your Organization:

CEO's, VP Executives, Division Leaders and their teams will:

- Participate in adult conversations that lead to a cleaner evaluation of every person's performance in their role to date.
- Become more knowledgeable about who they are at their deepest level; learning to lift each other to their place of highest and best contribution.
- Find the money! Your team will be taken through exercises to evaluate all sources of revenue and determine which source(s) generate the greatest gross margin and each individual's contribution to those margins.
- Leave with a professional development plan that maps their Core Values Nature™ to their essential tasks that are in alignment with the company's 3 – 5 performance goals.
- Identify key metrics in the current state of the company (Total Revenue, Direct Labor, Gross Profit, Gross Profit Margin, etc.). This baseline begins the process of identifying future (3 – 5 years) performance goals.
- Increase awareness of the current human performance bell curve and the hidden opportunity that is hidden by having the wrong people in the wrong seats.



...Consider how Taylor Protocols will cause your company to be more profitable and your employees more productive than generally believed POSSIBLE!

EXECUTIVE TEAM PROFILE™

SAMPLE AGENDA

8:00am	Welcome
8:30am	CVI™ General Training
10:30am	BREAK
10:45am	Team Interview – Finding the opportunities
12:00pm	Lunch Break
1:00	Professional Development Plans
3:30	Review and Strategy Goals with CEO/Division Leader
5:00pm	Adjourn



The Core Values Index™

The Core Values Index™ (CVI™) is a revolutionary human assessment that provides a description of the innate, unchanging nature of an individual, which is different from personality and behavioral based assessments. This unique instrument takes ten minutes or less to complete, and provides a highly accurate and reliable picture of the core motivational drivers of any person, with an instant report, online.

The CVI™ is the only human assessment that uses strategic and tactical values in a forced choice format, to gain unequivocal insight into the innate nature of the person. Since the CVI™ is comprised of only positive values, no such negative disclosure is required, and no context is provided. The CVI™ provides a 94% repeat-score reliability, year over year. Other assessments typically provide reliability between 60% and 80%.


This is several orders of magnitude improvement - which shows that not only are we capturing the innate, unchanging nature of people, but also that the instrument is accurate and valid.

Core motivational drivers cause a person to want to make a contribution in a certain way. This deepest, internal-self also prescribes the behaviors and work that serve to develop self-esteem, causing people to subconsciously desire a situation that offers them the opportunity to make the highest contribution possible.

The CVI™ has revealed a new level of understanding of human nature, at the deepest of levels and how the conscious and subconscious mind works. It is the foundation of a new way to achieve what Abraham Maslow called “full self-actualization” and what we call “Core Values Consciousness”.

The CVI™ provides a wonderful basis for a deep conversation in a very first meeting with someone. The person sees immediately that this is serious work, and knows what to expect in either a personal or working relationship.

The difference between the CVI™ and other tools is that the CVI™ measures innate preference (suitability) rather than ability or adaptability. It helps people focus on identifying what satisfies or fulfills them about the work they do, rather than on determining whether or not they are capable of doing the work.



TAYLOR
THE CORE VALUES COMPANY™
PROTOCOLS

Core Values Index Key

<p style="text-align: center; font-size: 1.2em; font-weight: bold;">Builder</p> <p>CORE VALUE Power (Personal energy invested to make a positive difference.)</p> <p style="text-align: center;">Catalyzed by Faith (I know what to do now; I will know what to do next. My power is sufficient.)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Contributions to Team Action Results</td> <td style="width: 50%; border: none;">Conflict Strategy Intimidate</td> </tr> <tr> <td colspan="2" style="border: none; text-align: center;">Learning Styles Decide and Do</td> </tr> </table>	Contributions to Team Action Results	Conflict Strategy Intimidate	Learning Styles Decide and Do		<p style="text-align: center; font-size: 1.2em; font-weight: bold;">Merchant</p> <p>CORE VALUE Love (Working toward an inspired vision of what can be by nurturing the core values in one's self and in others.)</p> <p style="text-align: center;">Catalyzed by Truth (The way things are.)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Contributions to Team Relationships Vision</td> <td style="width: 50%; border: none;">Conflict Strategy Manipulate</td> </tr> <tr> <td colspan="2" style="border: none; text-align: center;">Learning Styles Talk and Listen</td> </tr> </table>	Contributions to Team Relationships Vision	Conflict Strategy Manipulate	Learning Styles Talk and Listen	
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<p style="text-align: center; font-size: 1.2em; font-weight: bold;">Banker</p> <p>CORE VALUE Knowledge (Knowing the facts through research, measurement, proof, and records.)</p> <p style="text-align: center;">Catalyzed by Justice (Ensuring the equity of access, accountability, compensation, and opportunity.)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Contributions to Team Conservation Information</td> <td style="width: 50%; border: none;">Conflict Strategy Aloof Judgment</td> </tr> <tr> <td colspan="2" style="border: none; text-align: center;">Learning Styles Read and Analyze</td> </tr> </table>	Contributions to Team Conservation Information	Conflict Strategy Aloof Judgment	Learning Styles Read and Analyze		<p style="text-align: center; font-size: 1.2em; font-weight: bold;">Innovator</p> <p>CORE VALUE Wisdom (Seeing the way things are and discerning what to do about it.)</p> <p style="text-align: center;">Catalyzed by Compassion (Remaining empathetic and curious regardless of the behavior and emotions of others.)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Contributions to Team Assessment Solutions</td> <td style="width: 50%; border: none;">Conflict Strategy Interrogate</td> </tr> <tr> <td colspan="2" style="border: none; text-align: center;">Learning Styles Assess and Solve</td> </tr> </table>	Contributions to Team Assessment Solutions	Conflict Strategy Interrogate	Learning Styles Assess and Solve	
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TAYLOR PROTOCOLS, INC

Taylor Protocols, Inc., based in Seattle, Washington USA and Enschede, The Netherlands, is a business Management Technology company serving the Business Consulting, Coaching, Permanent Placement, Employment Services and HR Technology markets.

Taylor Protocols, Inc. has developed the 80/20 Protocol™, a revolutionary business optimization system consisting of top performer profiling and automated candidate prescreening.

The Company's products are the first ever effective predictor of future top performance. In longitudinal studies, this system has demonstrated the ability to increase hiring effectiveness and employee productivity, reduce hiring costs and decrease turnover in hundreds of companies.

All of the Taylor Protocols are made possible by the CVI™, and the Web distribution of the CVI assessment process, as well as the automatic Top Performer profile algorithms, and automated matching of candidate/employee profiles with Top Performer Profiles™ in a given position.

It is the CVI™ that makes the Taylor Protocols possible. It is the Taylor Protocols that makes the CVI useful in every business.

The Meaning in Real Work

“A person’s *Real Work*[™] is not always fun, seldom easy, always engaging, often provocative to his spirit and to his person. *Real Work* challenges and rewards at the soul level. *Real Work* makes the maximum contribution each is called to make, delivering all of one’s *Core Values Energies*[™] to society; a natural and pure expression of *who I am*, requiring a constant refinement of all of the talents and skills that comprise *what I am*; an integral part of my mission, my sense of purpose on earth.

My *Real Work* causes my presence on earth to be useful, positive, and of significant value to those around me.

The secret is not to learn how to have fun and joy at work; the secret is to do work that is naturally engaging to *who you are* and *what you are* so you know that you are making your highest and best contribution. Sometimes this makes the *right job* downright fun.”

Lynn Taylor – from “The Grass *IS* Greener”

