



CIOSkillBuilder - IT Leadership Coaching

Virtual Information Executives is a group of former CIOs and CTOs with deep business and technology expertise who are passionate about preparing the next generation of IT leadership.

Consider these questions:

- Are you a CIO or CTO in search of personal growth to become a more effective leader?
- Are you a Director or Manager who aspires to a C-Suite role in a mid-size or large business?
- Do you want to become more effective in communicating with diverse audiences?
- Would you like to develop an intuitive feel for aligning business and technology?
- Do you want to be more confident having a strategic business conversation with the C-suite?
- Do you want to know what steps to take to grow and develop in your job or career?

If you answer yes to any of these then read on.

What is VIE CIOSkillBuilder?

VIE offers coaching in specific areas of need and longer-term mentoring services to connect you with the right resources and timely advice. We will pair you up with one of our experienced C-level coaches who will work one-on-one with you and guide you to be the best leader and professional that you can be.

How does the service work?

Your coach will work with you on a VIE Leadership Skills InventorySM to identify key areas for development. This step could also include a 360 assessment with input from others in your organization. In addition, your Coach may work with you on a VIE Career MapSM.

Using skills developed over 35 years of leadership, your Coach will guide you to develop an improvement and growth plan. You will work with your Coach over the next 3 – 6 months with regular check-ins. Your Coach will be available to provide feedback and advice on dealing with particularly difficult management and leadership challenges in your current role. We can also work with your entire team to improve team dynamics and effectiveness.

How will VIE CIO SkillBuilder help me?

You will receive advice tailored to your personality, development, and growth needs. You will have access to information and materials including articles, books, and videos. You will have access to a world class C-level executive who will guide you through challenging situations and help you develop a more strategic outlook on business, technology, team building and your career. You will see a visible improvement and develop confidence in your skills and influence as a leader. Finally, you will be able to speak confidently with C-level executives regarding strategic business and technology opportunities and challenges.

To learn more, go to: <http://viellc.com/> or contact us at information@viellc.com.

CIOSkillBuilder Services

Basic - Trusted Advisor/Mentoring

Monthly meetings including advice and mentoring for specific situations

Standard - Coaching I

Plus - identified, time-based metrics for improvement

Premium - Coaching II

Plus - 360 assessment and proactive plan

Enterprise - Team Engagement

Plus - team coaching for team effectiveness

General Leadership Coaching Topics:

- Understanding organization business plans and metrics
- Aligning team objectives and metrics to those of the organization
- Communication skills based on styles

Management Coaching Topics:

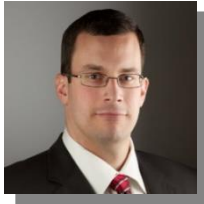
- Budgeting and financial management
- Initiating and leading projects to successful completion
- Defining initiatives and projects to improve the business

IT Leadership Coaching Topics:

- IT Strategic Planning
- Technology team management
- IT Governance

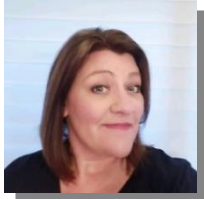


Feedback from Past Clients



"Manoj offers valuable insight and critical inflection points for your career and work life balance. He provides a methodology to help instigate sustainable change. He's been invaluable to educate and prioritize value generating work for Pacific University and provide risk reduction strategies that has given us a platform for growth for the next 10 years. If you're looking to up your game, as a seasoned CIO or technology leader, or as an emerging technology leader I can't recommend Manoj Garg and VIE enough."

-- Brandon Gatke, Chief Information Officer, Pacific University



"VIE has provided solid, realistic recommendations to move forward with digital transformation and reduce technical debt at Custom Decorators. My sessions with Mark Wehrmeister provided guidance on strategy, change management and the day to day, which helped me navigate my transition to IT Director and build a foundation to better guide and support our business for future growth. I have peace of mind knowing that I can count on VIE whether it is for a few hours of counseling or a major undertaking."

-- Mindy Arnold, IT Director, Custom Decorators Inc



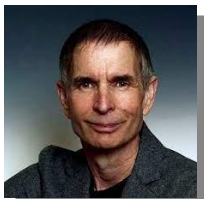
"Manoj Garg and VIE are long-time partners and advisors to Oregon Catholic Press. We rely on VIE for their breadth of business experience and technical knowledge particularly when we are assessing complex business problems, implementing new technologies, or facing project challenges. We know that the value of VIE is the ability to work with our executive team to ensure our business and our technology are aligned to best serve our mission. At OCP, we value that Manoj and VIE are on our team."

-- Cara Silva, COO, Oregon Catholic Press (Formerly CIO at OCP)



"Manoj Garg and the whole VIE team has been instrumental in helping shape my professional development as an IT leader. With its large portfolio of practicing virtual CIO's, VIE has hundreds of years of collective real-world CIO experience and expertise which surpasses that of any other training or mentoring program I've been involved with in my career. VIE is extremely well connected in the industry yet offers personable and personal guidance and mentoring. Highly recommended."

-- Allen Gurney, IT Director, Jama Software (Former)



"Mike Scheuerman has been exceptionally valuable to me as a coach and mentor as we have restructured the Technology Team at Avamere. He has seen common archetypes of flawed systems across companies he has worked with and is able to give pointed, and actionable, advice. Further, Mike and the VIE team have many years of experience and are more than willing to share their encounters and guide leaders as they navigate business and organizational changes. I'd highly recommend them for any CIO."

-- Rich Jolly, Executive VP and CIO, Avamere Family of Companies



"Manoj Garg has been a trusted advisor and mentor for many years. I transformed a dysfunctional IT department by implementing an IT steering committee, adopting IT best practices, and empowering staff, for all of which I retained the training and counsel of Manoj. He stood with us and won over the team members most opposed to disruption, process, and metrics. I'd recommend his coaching for leaders looking to grow professionally and develop high-functioning teams."

-- Jeremy Wood, Sr. Director of IT, Orbital Energy Group