

## PAT PROPOSAL OVERVIEW PERFORMANCE RECOGNITION & REWARD PROGRAM

PAT (Performance Acceleration Training) produced five times annually by IBI Global, Inc. a mature, corporate training provider. All PAT Programs take place during a Tuesday to Sunday retreat produced at the LAX Westin Business Center hotel on Century Blvd. in Los Angeles, California. PAT programs are delivered by two dozen trainers in a technique IBI pioneered known as "collective coaching." Guests attend from all over the world combining the skills of CEOs, department heads and team leaders from many industry sectors.

IBI's PAT program represents a *next generation key person recognition and reward plan* to stimulate long term performance. The value of PAT to any size organization includes:

1. Improved employee loyalty
2. Elevate employee performance
3. Leadership
4. Team skills
5. Motivation

PAT brings together both cross discipline coaches and participants from various industry specialties at all levels to provide an environment of unmatched hybrid vigor. Companies seeking longer term output gains from their training dollars will find that PAT is a stand alone offer.

PAT encourages employees to reach specific targets set by your management to win permission to return to future PAT trainings. PAT graduates will overcome any challenge, to win the right to return to future PAT trainings. Further, PAT graduates lead other employees in your organization to higher performance. The motivation threshold achieved at PAT is unique, constructed on MBA fundamentals. Confidence derived from richer skills sets within your employee groups conveys substance to the performance objectives set by management.



PAT develops a profit culture in which each PAT graduate is made to appreciate their individual role in the profit dynamic of your business. PAT fosters a continuous employee reward and recognition plan. Using a PAT training plan employers allocate key person attendance to PAT programs over a 15 program, as the initial 3 year

pilot, with x number of employees attending one of the five pilot programs each year. Employers allocate returning graduates and new first time PAT students to specific program dates, which are highly anticipated by your selected teams. Each key person allocation creates two primary benefits"

1. Higher performance from PAT graduates both before and after each training event
2. Lower training cost and higher performance output from each key person PAT Certified

PAT curriculums include MBA level skill sets and exercises with real time business missions in which your employees mentor and resolve actual business challenges including developing better plans for their own agendas, better teams and the resources to execute. Expert coaches assist each PAT graduate to resolve these issues within their existing career mission during the PAT retreat.

PAT graduates also gain skill in cooperation versus competitive systems in the work place. As PAT graduate fraternities grow in size, culture reformation inside the core business expands to more cooperative technologies. Retraining costs, turnover rates, employee resistance, and internal transaction costs drop while performance, morale, retention rates and profits rise as a consequence of these system improvements.

PAT engages the most forward thinking Fortune Corporate coaching teams using a proprietary collective coaching model for performance enhancement. PAT is a next generation Performance training solution helping business to lead in future markets.

PAT costs are profitably amortized by each individual from higher performance produced by the majority of program graduates. PAT is a strategic decision. PAT operates over a multi year platform which binds employee systems into closer functional unity impossible in less strategic training models. PAT is upgraded every 120 days keeping the program fresh to market regardless of the shifts in Global Village conditions.

## TAILORED WORKSHOPS

PAT includes Tailored workshops for your group. Workshops that define mission specific criteria, established by your management, are modeled into PAT programs. These company specific workshops create integration of your mission to high performance training that is bound by mission critical rule sets. Agreement, to operate within the specific rule sets is obtained by PAT trainers during the Tailored workshops. Up to five tailored workshops can be customized for your PAT classes as they are produced. Pre Class survey work with your selected integration team assures PAT operates with the highest degree of integration to your company expectations. Program monitors (one per ten students) may accompany PAT VIP guests at IBI subsidized levels at a pre quoted "monitor" tuition level.

## ONLINE INFORMATION

IBI features online information related to its PAT offer to larger employers. Print, video and audio information is available online. Your program confidentiality is assured. Your company contract terms remain confidential at all times and IBI precludes industry overlap to any individual PAT program, resolving unwanted conflict of interest areas. PAT training is exclusive, profitable and leading edge. IBI on line data provides details sufficient for a first 15 class pilot program. Our objective would be to enlarge the pilot program as results are monitored or upon program renewal as performance gains are reported over the program life. Non disclosure agreements further protect all PAT participants that discussions "within a PAT" program never leave a PAT training. IBI Global has enjoyed a delightful relationship with larger employers including AT&T - 3M - IBM and others over a large service period of over fifteen years.

## PERFORMANCE SPECIALISTS

Working individually the IBI Fortune experienced faculty are among the most specialized performance experts serving industry today. Working collectively the IBI faculty team offers more expertise per hour than any other performance model, now serving the market, is able to deliver. Collective coaching of your team is the new performance training model. IBI invented this advanced training model. IBI invests to maintain a cutting edge curriculum coupled to a faculty depth thus far unmatched in the performance training industry. Decision makers seeking a new platform, a next generation technology for elevating performance, will find IBI's PAT program remains the leading offer in the market. For less cost more tools are exchanged in less time.



# Master PAT Pricing Summary Sheet

Qty	Standard Pricing	Annual Price	
		National Accounts Pricing	National Accounts PAT Savings
10	\$ 34,050.00	\$ 26,900.00	\$ 7,150.00
20	\$ 63,550.00	\$ 50,900.00	\$ 12,650.00
50	\$ 152,050.00	\$ 122,900.00	\$ 29,150.00
100	\$ 299,550.00	\$ 242,900.00	\$ 56,650.00

National Account PAT Pricing requires a signed 3 year contract.

In house financing is available with payments made per cycle (5 cycles per year) with a down payment equal to 2 cycles.

(Detail spread sheets are also provided with this proposal for planners to apply over any 15 forward class allocation of key personnel to be enrolled under a Master PAT Contract. All tuition is paid in advance. Cancellation penalties apply. IBI planners will assist in setting up first PAT pilot program criteria for your firm. Class dates for 2007 are provided with this information).

## IBI Class Dates for 2007

March 11- 18  
 May 13-20  
 July 22-29  
 October 1-7  
 December 9 - 16



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# PAT Select Comfort Proposal

