

INSPIRING COMMITMENT



Have you been "Flipped?"

Inspiring commitment starts with empowering capable leaders who both embrace leadership principles and can coach the development of those principles in others. Systems Division's senior staff recognizes this and invited the Flippen Group to come and help our leaders evolve on their personal and social paths to premier.

Led by charismatic CEO Flip Flippen, the consulting group's facilitators conducted 3 days of intensive leadership training. The training involved the creation of a detailed profile for each attendee that helped identify individual strengths and constraints. From this foundation, a coaching plan helps guide leaders in achieving their personal and social growth goals.

More than 200 employees from around the world have attended the workshops, with the goal being to attain a critical mass of professionals who embody the concepts and work as one team on mitigating their individual constraints and on ensuring the company's success. The facilitators call this process getting "Flipped."

No matter what your position in the company is, we can all take away two very important points from the Flippen Group's efforts:

- No company can rise above the constraints of its leaders
- Your individual success is Systems Division's success

The group's training is an integral part of our Value Based Leadership Development (VBLD) program and dovetails with the points on our Leadership Star. Systems Division acknowledges that a company's greatest asset is its employees, and that bringing leadership traits out in its employees creates high morale, high-quality work, satisfied customers and ultimately leads to increased financial performance. These are things we all want, and this training has given us the tools to get there.



T—2005 Leadership Conference



OPERATIONAL VIEW

Richard Diaz, Project Manager for HRS, Contributed His Views on the Conference



The Flippen training was truly eye-opening, to say the least.

The overall benefit to me as an individual and to our company can be limitless. What really stood out in my mind is the power of suggestion. It's amazing to know that we can improve the performance of our people just by concentrating on their success in a positive way. This power affects every interaction we have with people. When

we casually ask a person, "How are you, how's your family and how are you doing at work," it must be heartfelt and real. You can't give people who work for you the impression that you're just there bettering your career. Their success really is your success—and vice-versa.

Systems Division is an extremely sophisticated group of people when it comes to recognizing, acknowledging and committing to strong leadership. The Flippen training reminds us of this fact and the significance and worth of our commitment to values and objectives. In doing so, we become a good company by serving our leadership, but to get to premier, we must also serve the rest of our employees.

The finance training was fantastic too. I've always said that one of the greatest traits a leader has is the ability to make things simple, to break them down into elements that are easily grasped and understood, no matter how complex they might be. Dan Laughhunn did an outstanding job of simplifying complicated financial concepts, and showing us how to link leadership principles to the company's bottom line was a real plus.

2005 was a great year to be part of Systems Division, and the Leadership Conference reaffirmed that and also set us on the right course for 2006 to be even better.

During the conference, twelve exceptional employees were recognized as examples of the points on the Leadership Star.

They were:

Paul Currie, SLRS—Superior Range Performance and Cost-Saving Measures

Jim Duffy, TAC-SWA—Building Teamwork with the Customer at Every Level

Sonny Giroux, DSN—Leading Systems Division into the Civil Space Market

Gay Hatcher, CIS—Uncompromising Leadership Model in Financial Systems

Bob Hibbard, Fort Benning DOL—Doing Whatever it Takes to Satisfy Customer Requirements

Mike Lassiter, Headquarters, Contracts—Spearheading Integrated Supply Chain Management

Pam Laufer, Headquarters, HR—Automating Human Resources Systems for Our Global Personnel Base

Mike Maniscalco, Keesler AFB PMEL—Epitomizing ITT's Values During and After Hurricane Katrina

Gary McGraw, Qatar BOS, MEO—Thorough Integration of ITT and Customer Relations

Gerry Smoliak, CCSS—Leveraging Project Management and Voice of the Customer Synergies to Improve Performance

Matt Venon, Task Force Falcon—Turning Around Employee Morale in a Wartime Working Environment

Manfred Wuest, K-Town—Award-Winning Leadership Skills



WE CAN ALL LOOK TO LEADERS SUCH AS THESE TO TRULY INSPIRE COMMITMENT.