



Focused. Effective. Strategic.™

FOR IMMEDIATE RELEASE

Contact:

Jon Reischel > 513.237.7758 > jon@bakerdaboll.com

Baker & Daboll Named Certified Affiliate of HR Chally Group

Focus on measurable results takes executive coaching to new heights

CINCINNATI, OH [November xx, 2006] — Baker & Daboll, a results-focused executive business coaching firm, has been named a Certified Affiliate of Dayton, OH-based HR Chally Group, a global provider of personnel assessment and research solutions to help companies with talent management, leadership development and sales improvement. The announcement was made by John Wood, Chally's vice president of business development, and Todd Uterstaedt, president and CEO of Baker & Daboll.

As a Certified Affiliate of the HR Chally Group, Baker & Daboll can bring its clients the industry's most foolproof ways to make intelligent management and hiring decisions, leveraging more than 30 years of research into what makes sales, marketing and management professionals succeed. Chally uses a unique methodology that can predict the success of new hires and existing staff with up to 30% more accuracy than conventional screening methods, like interviews and personality tests.

"Chally catapults executive coaching from soft science to hard science because it relies on decades of solid data and research," said Uterstaedt. "Because the assessment is numbers-driven, it can be harsh in its critique, but like no other assessment, it details an individual's strengths and weaknesses, validates perceptions and provides rationale for making tough personnel decisions. Being able to quantify the intangibles of what it takes to be successful in business is invaluable."

Baker & Daboll joins a select group of approximately 40 Chally Certified Affiliates nationwide, and will use the assessment across its entire range of client services, including:

- **High Potentials and Emerging Leaders:** Grooming for accelerated development and promotions.
- **Development:** Growth-oriented coaching in order to develop competencies necessary for success in positions of increased responsibility.
- **On-boarding:** Support shortening the time it takes a new leader to positively impact the organization.
- **Performance:** Performance-oriented coaching intended to support highly valuable executives in whom the organization has invested heavily, but whose behavior is having a derailing effect on their future success and a detrimental impact on the organization.
- **Transitions:** Support with new roles and responsibilities.
- **Self-Mastery:** Focused opportunity in a compressed time frame to enhance recognition and appreciation of strengths and limitations.
- **Military Officers:** Assistance with the identification and translation of strengths and military experience, as well as support handling the cultural challenges encountered when transitioning into corporate America.
- **Business School Students:** Personal and specific coaching which augments the academic program and boosts performance.



Focused. Effective. Strategic.™

"The Chally is a great tool for selection and pre-screening new hires," added Uterstaedt. "But for our clients, its real power lies in its organizational development capabilities. We can help companies assess skill and talent needs and levels to determine the most effective employee placements, build or enhance skill sets to retain great people, and improve overall productivity by identifying where key employees are weak and where they are strong."

About HR Chally Group

Founded in 1973, the HR Chally Group – a talent management, leadership development and sales improvement corporation – has provided personnel assessment and research solutions to more than 2,500 customers in 49 countries. Working from the largest database of salespeople, managers, sales forces and business customers, Chally continually identifies and updates specific skills, competencies and benchmark functions critical to achieve world class status. For more information, visit www.chally.com.

About Baker & Daboll, LLC

Baker & Daboll is an international, strengths-first, results focused executive business coaching firm that provides "best in class" services to organizations seeking to increase the value of their businesses by energizing the unrealized capacity that resides in their people. The veteran-owned company is located at 9378 Mason-Montgomery Road, Suite 205, in Mason, Ohio. For more information, call 513-339-1007 or visit www.bakerdaboll.com.

###