



**Strategic Technology
Resources, LLC**
Beyond Ordinary Business™

Consulting Services for Industrial Innovation

Industrial innovation is uncertain, costly, threatening to existing operations, and prone to failure, yet most corporations choose to engage in it realizing that survival and business growth depend on the successful launch of new products, processes and services.

What I've Learned

Four decades of leading diverse ventures and facilitating the resolution of complex client challenges have taught me that four factors are key to the success of industrial innovation:

1. Having an explicit business intent that addresses market opportunities, builds on organizational competencies and creates sustainable value with competitive advantage—combined with a strategically and technically sound implementation venture that will achieve the business intent
2. Developing effective leaders who are aggressive toward achieving results, but who develop other effective leaders
3. Designing and building an efficiently structured organization that provides the essential functions and expertise needed to achieve the business intent
4. Recruiting and retaining exceptional people who can drive the success of the business

What We Provide

- Strategic guidance and issue resolution from concept to marketplace to efficient production
 - Proven Facilitation Process that defines Strategic Intent, incorporates essential expertise, defines development challenges, identifies creative solutions, builds organizational commitment, establishes roles and responsibilities, and crafts rigorous implementation plans in order to achieve business Intent
- Strategic Coaching to develop effective leaders
 - Strategic leadership of industrial innovation
 - Functional and venture leadership effectiveness
 - Personal growth and development
- Organization design to achieve business intent
- Recruiting of key leaders for business growth—in partnership with Infinity Resources, LLC



Strategic Technology Resources

Strategic Guidance

We offer a systematic approach to tame the complexity and uncertainty of industrial innovation

We offer guidance to assure that industrial innovation is:

- Designed to achieve business intent
- Led by explicit and valid market and technical objectives, utilizing core competences
- Free from false assumptions
- Technically rigorous and economically sound
- Structured for high odds of success, utilizing essential internal and external expertise
- Supported by an organization tailored to business intent

We Utilize a proven facilitative, interactive process to guide clients to:

- Establish business intent, operational needs, market opportunities and core capabilities
- Identify and prioritize opportunities and define strategic objectives
- Identify obstacles and gaps in capabilities and the need to access external expertise
- Define program objectives, scope, timing and risk mitigation options
- Establish responsibilities of functions, leaders and technologists
- Define venture leadership structure and gain organizational commitment



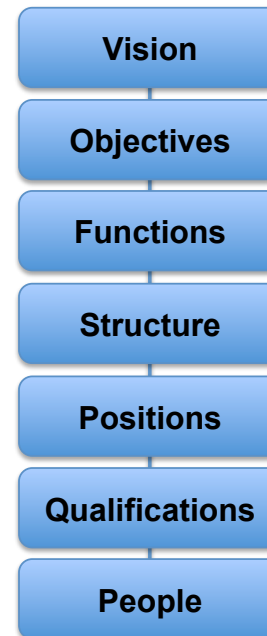
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Organization Design

We provide guidance to assure that development organizations are tailored to achieve business intent

Using a proven facilitative process we guide clients through a systematic approach to:

- Understand the company's vision
- Define strategic objectives
- Identify essential functions
- Establish optimum structure
- Describe individual positions
- Evaluate qualifications of incumbents
- Identify and place the most qualified individuals
- Reassign individuals with poor fit
- Recruit outstanding individuals to complete the organization



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Strategic Coaching

We provide intensive coaching to senior leaders to build a rigorous understanding of the industrial innovation process and the role that strategy plays in mounting and completing a profitable, commercially viable development venture.

The coaching program is designed to help participants achieve a comprehensive strategic perspective, improve leadership skills, meet and exceed the expectations of their company and grow their careers to achieve personal aspirations.

At the core of the program is a three-day one-on-one intensive coaching session which includes:

- Guidance from in-depth Myers Briggs assessment
- Feedback from interviews: how the participant can make the greatest contribution to the company and further his or her career.
- Principles of industrial innovation, concept to marketplace—factors for success and failure
- Leadership discipline to assure that development programs are based on sound technical principles and valid business assumptions, and are planned and executed with rigor and objectivity
- The nature of performance, organization design, and effective people management
- An on-the-job work plan and a personal improvement plan completed by the participant

The participant implements plans using coaching principles and improved performance is delivered



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Executive Search

Your Source for Exceptional Talent

In partnership with Infinity Resources, LLC we provide exceptional people to drive the success of our clients' businesses.

Finding, retaining and leveraging talent is essential to move “beyond ordinary business™” and achieve the full potential of your business.

We are eager to explore the challenges you face in acquiring exceptional leaders—Using our proven and guaranteed Executive Search Process, we find people who are right for your business, your industry and your company culture.

Infinity Resources was established in 1999 by Harriet Maphet and has consistently provided business and technical leaders for clients ranging from startups to Fortune 500 companies.



***Harriet
Maphet***

Prior to founding Infinity Resources, Harriet held positions in executive search with the Stevenson Group and Nicholson International, Inc. Her experience also includes marketing positions in Degussa Corporation.

Harriet received a Master's Degree in Industrial and Labor Relations from Cornell University



Strategic Technology Resources
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F. Wyman Morgan



Strategic Technology Resources established in 2006, has completed assignments in the speciality chemicals, pharmaceutical, food and metal-working industries.

Recent examples include:

- Defining the strategy for the chemistry, manufacturing and controls for a new drug application
- Resolving process and equipment limitations to debottleneck a specialty chemical plant
- Leading the effort to define composition and production process for water treatment products
- Designing organizations for a pharmaceutical company and a specialty chemical company
- Coaching two dozen senior leaders
- Recruiting Head of Additive Manufacturing R&D (3D metal “printing”), a Head of Quality and a Managing Director for an API plant in Mexico and a Head of Sales and Business Development for drug delivery

As functional head of technology at FMC corporation, led the development of a lowest-cost process for lithium chloride from high Andean brines, led the effort to identify new business opportunities for oxidizer and pharmaceutical ingredient product lines, and spearheaded the upgrade of manufacturing plants and processes company-wide.

As Research Director at Monsanto, built a 100 person R&D department and developed the technology for a major biotech product.

F. Wyman Morgan
President, Strategic Technology Resources
Senior Vice President, Infinity Resources
732-618-0638
wymanm9881@aol.com
strategictechnologyresources.com