



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

F. Wyman Morgan, Ph.D.
President

***Consulting Services to Assure that R&D and
Business Development programs are***

- Based on Valid Business Objectives that Assure Substantial Value Creation and Competitive Advantage
- Free of False Assumptions
- Technically Sound
- Planned for High Odds of Success
- Supported by an Organization Tailored to Achieve Business Intent
- Guided by Effective Leaders
- Staffed by Exceptional People

Specifically, We Provide

- Strategic Guidance and Issue Resolution from Concept to Marketplace
 - 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 Build 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



Virtual CTO

Strategic Technology Resources
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Development is complex, uncertain, costly, threatening to existing operations, and prone to failure, yet most corporations engage in it realizing that survival and growth depend on the successful launch of new products, processes and services.

We offer guidance to assure that development is:

- Based on valid business objectives
- Free from false assumptions
- Technically sound
- Structured for high odds of success
- Supported by an organization tailored to business intent
- Guided by effective leaders

Using proven a facilitative process we 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
- Define program objectives, scope, responsibilities, timing and risk mitigation options
- Utilize multifunctional teams for success



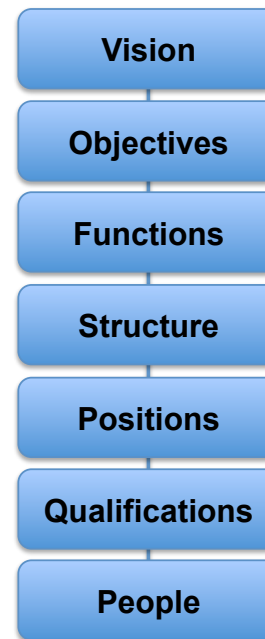
Organization Design

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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



Strategic Coaching

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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



Strategic Technology Resources
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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



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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 a Head of Additive Manufacturing R&D (3D metal “printing”), a Head of Quality for an API plant in Mexico and a Head of

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.

He received a Ph.D. in Inorganic Chemistry from the University of Florida

F. Wyman Morgan
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