

**“I’ve discovered a secret
to human behavior that
expands the performance
of virtually any business”**

- James I. Bond
U.S. Management, LLC

Use this to achieve...

- **Higher income**
 - **Better profits and margins**
 - **Easier achievement of “big” goals**
 - **Better collaboration by all your
key people**
- ... and much more!**

If you can experience easier growth... what’s that worth?

A Faster Way to Reach Your Goals!

Unconditional Money-Back Guarantee!

The Best Results You've Ever Experienced,
or Your Money Back... It's That Simple!

EASIER GROWTH



Kenco Construction
✓ Grew 5 times our size in 1 year!



Litton Computer Services
✓ Fastest Growth Ever!
✓ Solved People Issues



Kennedy/Jenks Engineering
✓ Higher Person-by-Person Output

PEOPLE DEVELOPED



Lear Astronics
✓ Stretched My Key People



Sikand Engineering
✓ Better Listening & Teamwork
✓ Solved People Issues



Condor Freight Lines
✓ Better Teamwork by Branches



COSTS LOWERED



Gannett Outdoor
✓ Cut Labor Costs by 1/3rd



Ellis Paint
✓ Streamlined Production
✓ Major Reduction in Inventory Costs



Telematics International, Inc.
✓ Much Faster Product Development

PERFORMANCE RAISED



BestForms
✓ Became Top Printer in Industry!



Wilsey Bennet Freight Lines
✓ Major Reduction in Errors
✓ Much Better Branch Teamwork



Tenet Healthcare
✓ Better Listening to Clients

IF YOU HAVE 10 to 300 EMPLOYEES – CALL FOR A FREE DEMO

How a “Behavioral” Approach More Than Doubles the Output of Virtually Any Organization

1. We Tackle Real “Stretch” Projects that Move the Company Forward

...so your key people are working on ambitious projects beyond their daily tasks

This is not theory. Every individual is working on a real “stretch” task to accelerate the organization.

2. Our Group-Sessions Are Just 2-Hours Once-a-Week

...so performance is elevated with minimal time-commitment

Like a personal trainer, these brief 2-hour sessions guide each person to achieve “stretch” progress every week.



3. We Change 3 Primary Behaviors

...so commitments are met ahead of schedule

→ How a Person Meets Ambitious Commitments – Outside their Comfort Zone:

Every person has a limit beyond which they are unwilling to take action. When we stretch that upper limit, the results multiply.



→ How a Person Collaborates on Complex Projects:

In a safe environment, people will collaborate at an escalated level, willing to...
ADMIT when they are over their head; SHARE sensitive information;
ASK for help; INJECT controversy and opposition, even to bosses.



→ The 5% Stretch – How a Person Tackles a Little Extra, Beyond their Daily Tasks:

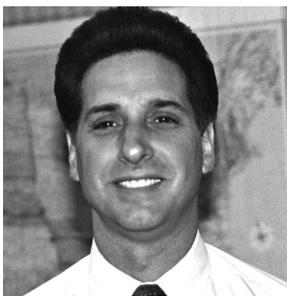
Like a personal trainer who pushes a person to do 5 more push-ups, every participant is trained to tackle a weekly “stretch” assignment – over-and-above their daily tasks. This 5% stretch translates into accelerated progress, particularly on complex projects.



Real Growth Comes When People Reach Beyond!

U.S. Management, LLC – Making it Easier to Grow Your Business™

Contact: James I. Bond – 805-405-9899 – jbond@USM-LLC.com



“This program gave me a more systematic and manageable approach to how I handle projects and people.”

Dave Cuneo

Director, National Operations
Wilsey Bennett Company



“These management skills aren’t learned in school... you forced my people to stretch, to try things out of their comfort zone.”

Kathleen Gallavan

Director, Management Information Systems
Lear Astronics



“...absolutely useful in helping to focus my region’s direction on a person-by-person basis.”

Kim Tanner

Vice President, Kennedy/Jenks Engineering



“...you brought managers from two facilities closer... improving working relationships between different people, and it supersedes the individual groups.”

Beth Gardner, R.N.

Vice President, Patient Services
Bullhead Community Hospital



“Communication really opened up. You put us in a room and made us communicate. The bottom line is a better atmosphere of self respect and pride, where people know you’ll listen.”

Jerry Price

Vice President, Sikand Engineering

Not Seminars! Not Consulting!

The last thing
your people need
is another seminar

Our process delivers
DRAMATIC & MEASUR-
ABLE RESULTS through
a hands-on process
held on your premises
over several weeks

U. S. MANAGEMENT, LLC

(Previously – Leadership
Management Associates)

James I. Bond, President

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...the most important thing the program has given us... is the ability to react fast."

Ron Eisele
President, BestForms, Inc.



Two different groups became a team, and now they come to solutions quicker... and it spills out beyond the group to other parts of the company."

Anita Pawlak
Director, Western Operations and Support
Telematics International, Inc.



Results were much stronger than I thought... everyone got tremendous benefit... in different ways."

Bob Crites
President, Condor Freight Lines



The participants now take more time to listen to problems rather than just being in a reactive mode."

Murrell Freeman
Vice President, Computer Services
National Medical Enterprises / Tenet Healthcare



They now work together willingly, without excuses. This allows us to tune processes before going into high (production) volumes."

Otto Horak
Director, Hardware Engineering
Telematics International, Inc.

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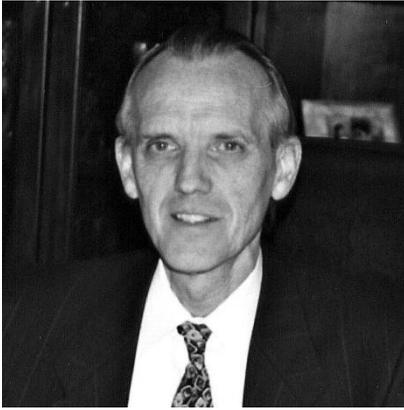
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Tom Patterson
Director of Software Development
Litton Enterprise Solutions

Dramatically Higher Revenue

You Transformed Us from the Verge of Shutting Down to Finally Seeing Real Growth

- ✓ Highest growth ever
- ✓ Better coordination of departments
- ✓ Solved people issues

We are much better off because of your having worked with us (the directors). We're now positioned for high growth.

FORCED US TO STAY FOCUSED

In the few months we (senior managers) worked with you, we spent more time together than ever before, talking and working through the issues.

You brought some discipline, forced us to be focused, and brought ideas to the table we wouldn't have thought of, such as all the businesses we could be in.

You also made us recognize, as painful as it was, that we were not operating as a team.

Working with you got us going down the same road together, so the communication lines really opened up. We were better able to integrate each individual and their piece to go along with the others.

ACCELERATED OUR CAPABILITIES

The process also helped position us well in our new growth area with some of the key players in our industry. In meetings with them, they asked us some really penetrating questions. We could talk about the subjects well beyond the charts. There's no way we could have had the positive interaction we did without having gone through your process.

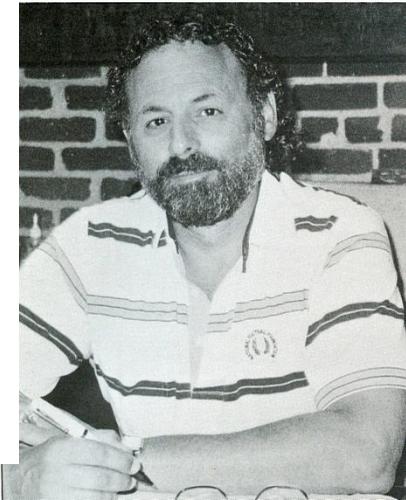
A lot of the growth we're seeing is related to the (new) client server area you got us to focus on, so your process has been important.

"You brought discipline, forced us to be focused, and brought ideas to the table we wouldn't have thought of..."

U.S. Management, LLC / James I. Bond – "We Make It Easier to Grow Your Business"

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Paul Hendel Partner
Kenco Construction

Dramatically Higher Revenue

Your Program Helped Our \$2 Million Company Grow to \$10 Million in a Single Year

- ✓ Highest growth ever
- ✓ Better coordination of key people

After 10 years in business, my two partners and I had built Kenco into one of the best regarded companies in our industry.

Unfortunately, we felt that we were not fully benefiting from the great reputation we had attained with our clients.

Between your “tasking” process and the weekly sessions, you helped us keep everyone working together, sticking to their commitments, and focusing on the same targets.

The results were great. In a single year, you helped us grow to five times our revenues, taking advantage of the valuable relationships we had developed with the insurance companies we had been working with.

The following years, we continued to grow even further, taking advantage of the unique expertise we had developed for these companies.

The weekly sessions you did with us were extremely valuable in helping us get past the day-to-day so we could focus on the growth we’re finally experiencing.

“You helped us keep everyone working together, sticking to their commitments and focusing on the same targets...”

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“We Make it Easier to Grow Your Business”



Kathleen Gallavan
Director, Management Information Systems
Lear Astronics

Dramatically Lower Costs

Your Process Helped Me “Stretch” My People

- ✓ Solved people issues
- ✓ Developed skills of top people
- ✓ Much higher customer satisfaction

The process of getting me to develop "tasks" for my people was extremely valuable, but it was grueling. It makes you go back to setting goals. You really have to go back to how you select the people and match them with the right level of tasks to achieve the goals you want to accomplish.

In trying to plan, I could have made my way through it myself, but this expedites the process. Sometimes it's easier for others to do it for you. It moves things along faster.

TOUGH GOALS STRETCH YOUR PEOPLE

As far as the "tasks" I chose for the participants, I realized that this is the process that supports the "evolution" of these individuals. So I chose strategic "stretch" tasks which would be tough for these individuals to achieve.

I could have chosen simpler tasks for my people to accomplish, but I wanted to force them to really stretch. In many cases I picked "tasks" I knew were far beyond their capability. This way I knew the process would force them to stretch, to try things out of their comfort zone. This way I knew I'd see significant "evolution" of these individuals, and in some cases I did.

In our organization, we can't afford to be one deep when it comes to management. But I don't think these types of management skills are learned in school. Perhaps even more importantly,

when it comes to being able to manage, a person doesn't necessarily get it just because he or she has been a manager for many years.

THERE'S NO TIME FOR HAND-HOLDING

Personally, as a senior manager, I don't have enough hours in the day to do the hand holding and the divisional things and the management things. To really be effective, I like being able to clone myself so I can shorten the cycle time on things that wouldn't have made it up the priority, and this program helped.

“...these types of management skills aren't learned in school ... [and] I don't have enough hours to do hand holding...”

For example, one of the participants is now better able to communicate out of his chain of command. He has much better interrelationships within the department. And this allows him to better get his tasks done.

Another key participant now offers up fewer excuses. He finally understands that he's not getting the fun stuff done because he's not getting the key (automation) tasks finished that we've been trying to get him to do.

“The people who went through the program learned there has to be a balance in the priorities...”

Another key participant is now aware of the cost personally to him of not solving problems. Now he sees that he has to contribute to solving problems, that he has the ability to contribute to reducing the source of his frustrations.

As far as the tasks in general, my people are beginning to get them done in the correct order. There's a big difference between what you want them to do and the part that really needs to get done. I don't want my people just doing the

“This process adds value... because it gets my people to address problem-solving and conflict resolution, rather than just status collecting on their projects...”

steps without evaluating them against the initial objectives.

NEED TO RE-EVALUATE PLANS CONTINUALLY

Part of the problem is that, being IT/MIS, everybody screams at you... the "squeaky wheel."

The people who went through the program have learned that there has to be a balance in the priorities. They have to carve out a little time to deal with themselves and with their projects.

Rather than just meeting the requirements, I want my people defining the requirements, then continually testing the steps they think they need to take, against the requirements. That's where the process really adds value. It addresses problem solving and conflict resolution rather than just status collecting on their projects.

INCREASED TEAM COHESIVENESS

The program has also helped with the department's unity. Everybody has learned that if they fail singly they fail collectively. Having them all in a room together made it happen. We still have a ways to go, but they wouldn't even have started without this program.

U.S. Management, LLC / James I. Bond

(previously Leadership Management Associates of California, Inc.)

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“We Make it Easier to Grow Your Business”



Jerry Price
Vice President
Sikand Engineering

Dramatically Lower Costs

Your Program Helped Us Improve Our Quality Especially On Complex Projects

- ✓ Easier management of people and projects
- ✓ Better communication by key people

After decades of working on major construction projects, I recognize how complicated it can get, when so many hands are involved.

From the numerous contractors and architects we work with, to government agencies, once one person makes changes or has problems, how does that get communicated down the line to everyone else?

This is just the tip of the iceberg of the kinds of issues we have to face to get a project completed properly, on time and on budget.

I always knew we did a pretty good job of managing all this, but the weekly sessions you put us through made a huge difference in helping us reduce the complexity we face, on a day-to-day basis.

From your weekly sessions, communication really opened up.

You put us in a room and made us communicate. The bottom line is a better atmosphere of self respect and pride, where people know you'll listen...

We even set up lunch meetings, where we'd have 8 guys talking back and forth...It was terrific.

Your program gave us the framework we needed to have a much better working environment.

"You put us in a room and made us communicate..."

[We now have] a better atmosphere of self respect and pride, where people know you'll listen..."

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"We Make it Easier to Grow Your Business"



Anita Pawlak, Director, Western Operations and Support, Telematics International, Inc.

Dramatically Higher Revenue

Your Program Helped Us Speed-Up Product Development

- ✓ Fastest product development ever
- ✓ Better teamwork between departments

The biggest change we've noticed has been in the desire and ability of the program's participants to solve problems easier. **Two different groups became a team, and now they come to solutions quicker.**

And it spills out beyond the group to other parts of the company. Even the marketing people [who weren't in the program] see engineering and manufacturing people working together and it makes them feel more like working together as well.

THEY CREATED A SURPRISE NEW PRODUCT

One significant change was that the people in operations recently came up with a new product idea—something based on existing technology. The group wanted the chance to show what they could do based on the new [concurrent engineering] processes put together during the program.

SUDDENLY EVERYONE'S PUTTING IN EXTRA EFFORT

In the past, we would have had difficulty even with attendance at the meeting we called. Instead, all other departments were gung ho. They even showed up early, with stuff prepared, ready to participate and to provide ideas.

"In the past THEY would have said, 'We have too much work...' This time everyone was gung ho!"

We asked: "What if we did this [product idea], "something we felt we could do on top of the current workload.

In the past they would have said, "We have too much work to do," or even, "Are you going to give me more people?" This time everyone was wanting to be successful as a group and getting recognition for what they've done. The group's enthusiasm generated the response to do that.



Otto Horak, Director, Hardware Engineering, Telematics International, Inc.

Concurrent engineering, where there's better interaction between design and production, means faster, better product development.

It means that manufacturing people are now assigned and participate into projects from day one. This allows us to tune processes before going into big volumes.

The program has helped the guys to appreciate more from the other guys' perspective. **They are working together willingly, without excuses. If we all didn't push [with your process] it wouldn't have happened.**

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Ron Eisele, President, BestForms, Inc.

Dramatically Higher Revenue

Your Program Helped Us Become the Highest Quality Forms Printer in the Nation

- ✓ Dramatic improvement in quality
- ✓ Better coordination between key people

The program not only worked, but goes on working. It spawned interaction beyond the program. The whole employee base is being given more responsibility.

I CAN FINALLY SEE PEOPLE'S TRUE CAPABILITIES

I'm no longer pushing people to do things they are not willing or capable of doing. The program helped me see the growth capabilities and recognize where there are limitations with our people.

For example, it helped me identify one of my guys as a key management player for the future. I was surprised by what the program brought out of him. He's now doing first line management tasks, and taking a great deal of initiative.

I wanted another of my key people to head up ongoing continuous improvement for our company. But I didn't want to overburden him with tasks. I felt he was so overloaded with immediate duties. So we offloaded his duties to someone else to free him up to do these important things on a wholesale basis. Now he's doing it in spades. He's either directing others or doing the projects himself. He sure is getting a whole lot done, grabbing jobs and getting them done like crazy.

MY PEOPLE ARE ABLE TO HANDLE CHANGE EASIER

A terrible source of frustration before the program was that we had only about one or two people with the ability to implement change. Now there are seven to eight young guys who can enthusiastically handle new products, equipment and procedures.

We're also doing a better job of 2-way communication. I'm preparing a newsletter to provide every-one with timely information on safety, trends in errors, how we delighted a customer, etc. We will formalize our communication programs so we do a whiz bang job of communicating with every employee.

WE ARE NOW ABLE TO ADAPT MUCH FASTER

The most important thing the program has given us is the ability to react fast. It's helped us reduce the time it takes to implement new ideas, new products, new processes -- to reduce cycle times and accelerate payback on new machinery.

"I was surprised by how much the program brought out in my people..."

Success almost feeds itself. Without my prodding, one of our guys took on a project that should have been done 2-3 years ago and in a couple of days it was done.

They're taking things I've been wanting them to do, and getting them done. They see the success and want to do more. They're on a success high all the time, grabbing new products, new projects, etc. If we can keep this thing alive we can do amazing things with the organization.

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James I. Bond, President Phone: 805-405-9899 Email: jbond@USM-LLC.com



Allen Arzoumanian
President
Accele Electronics

Dramatically Easier Growth

You Helped Me Restructure My Business for Easier Management and Higher Growth

- ✓ Growth into major new markets
- ✓ Better coordination of key people

Over the past three years... you helped me:

- Restructure our **sales force**
- Restructure our **management team**
- Convert to **profit-based compensation** for our reps
- Develop a **self-managing sales force**
- Improve the productivity of our **production and warehouse**
- Improve **inventory management** so we sell more of what we have and have more of what we sell, and

- Improve the **skills and capabilities of key people**, including our warehouse manager who oversees a major portion of our operations.

I am very pleased...and recommend you to any company wishing to accelerate growth or solve their business problems.

“You helped... restructure my sales force and management team... and improved my key people.”

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“We Make it Easier to Grow Your Business”



Larry Smith
President
Paragon Precision Products

Dramatically Easier Growth

Your Program Helped Us Finally Complete a Project That Had Been Stalled for Two Years

- ✓ Achievement of complex ISO-9000 project
- ✓ Better coordination of key people

What intrigued me was the process draws our teams together to work on tasks that help our company move forward on long range goals...

It gets us setting bite sized pieces, using the team setting and peer pressure to force everyone to make progress.

To me, working on the tasks gets our key people committed over and above the normal things they do, and that's valuable!

"The process draws our teams together... to help our company move forward [on stalled projects]...

It gets our key people committed over-and-above the normal things they do."

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"We Make it Easier to Grow Your Business"



Bob Crites, President,
Condor Freight Lines

Dramatically Lower Costs

Your Process Improved Teamwork Between Our Branches and Departments

- ✓ Highest profit growth ever
- ✓ Better coordination between departments

Your process was a chance to build an inter-terminal, multi-faceted organization. I took advantage of it by putting people together who talk on the phone and computer but don't have the chance to work face-to-face.

TEAMBUILDING AND PRODUCTIVITY

Results were much stronger than I thought they'd be, at getting the group working together - teambuilding and increasing productivity for the company as a whole, and individually helping people to prioritize, to plan, and to manage their time, among other things.

It's better than other programs we've tried because it's not just one weekend, but weekly increments.

That caused it to break the learning down into smaller parts.

I thought everybody got tremendous benefit out of it in different ways. Each section was useful for different people in different ways.

MAJOR RESULTS AFTER A FEW WEEKS

It takes 3-4 weeks before it really gets going.

I remember a few weeks ago I sat through a meeting of a new group going through the program.

Even though I noticed some weaknesses in some of my people, I didn't open my mouth. That was unusual, but I'm learning that a president can sometimes stifle people.

I remember thinking, "Gee, some of these guys don't have it." I was disappointed with some of what they conveyed. Then a week later I saw a big change. I was encouraged. By the end I can't think of anybody that lagged.

That group was looking at labor ratios. Each person has different ideas. I was surprised at how they started exchanging ideas: "This is what I do at my terminal." "I never thought of that!!!"

"Now that we've gone through the program, we find ourselves... looking inside and outside the company, and saying, 'What can we learn from that?'"

EVERYONE NOW TALKS THE LANGUAGE OF "IMPROVEMENT"

Having so many of my people go through the process gets us all talking in the same vocabulary, the same concepts.

You start communicating, acting, and talking from the same reference points. It increases people's connectivity to the organization.

Now that we've gone through the program, we find ourselves analyzing things in the context of the lesson materials. "Simplify, eliminate, delegate," for example.

If something's not really useful I find myself saying, "Why don't you just get rid of it."

Or I find us looking at how to improve by watching how others, inside and outside our company, are doing things.

Even when we see someone outside our company make a speech, we find ourselves saying, "Did you see what they were doing over there? What can we learn from that?"

BIG GOALS BECOME BITE-SIZE STEPS

As far as the "tasks", having each person take the responsibility and the time, and getting them to break their task down to small steps, I think that was very useful.

I like using the "task thermometer" because it lets you see all the small steps on one page. When there are a lot of steps, the thermometer's a very good tool. I even used it to help me remodel my home.

In the sessions, seeing how someone else completed their task thermometer [project plan] was interesting. It helps you see how to do your own task.

PEOPLE ARE NO LONGER "UNCOMFORTABLE" ASKING FOR HELP

The program was also effective in helping us create an environment of trust, of "team consulting" where they can go for answers; a place where they feel they can talk to each other; where they feel comfortable saying: "I don't know what I'm doing. Help me."

This was especially valuable when we have a guy who struggles with his self confidence. He is not dumb but he believes he's dumb.

Now that we've gone through the program we'll manage that a little differently, in a way that helps him and the company.

TAKING CONTROL OF THEIR SITUATIONS

Also, one of the toughest things to get people in tune with is the transformation that you can manage your time instead of being a prisoner to it.

People tend to feel the environment "takes me over" rather than "I can control it".

The program was really effective in overcoming a lot of that.

"The program also helped us create an environment of trust, of 'team consulting' where [when needed] everyone... can feel comfortable saying, 'I don't know what I'm doing. Help me.' "

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"We Make it Easier to Grow Your Business"



Kim Tanner Vice President
Kennedy/Jenks Consultants
(Consulting Engineers & Scientists)

Dramatically Higher Revenue

Your Program Helped My Branch Achieve Incredible Growth

- ✓ Highest revenue growth ever
- ✓ Better coordination of key people

In management we have a direction and goals in mind, but never take it down to the individual by individual basis.

But in this case, your "tasking" process was absolutely useful in helping to focus the region's direction on a person-by-person basis.

ESTABLISHING REGIONAL GOALS

The process got us to focus on two ends: where do we want to go as a region; and what do the individuals need as far as skills and abilities to go to the next level of advancement.

One thing we wanted to do with your program was to raise our people's awareness of how they could improve their individual performance. **The "tasking" process tied the raising of each person's individual performance to my regional goals. You taught me it's all connected.**

A spin off benefit of the "tasking" process is that it helped me with the company president. When he comes in here and asks, "What are you going to do with the region this year," I whip these "tasking" pages out and say not only what I'm doing, but how the people will make it happen.

FOCUS ON HIGH PAYOFF ACTIVITIES

With a lot of the training I've gone to, time management seminars, etc., everything's on a

conceptual level. With this, everything's specifics (related to real tasks each person is accountable for).

We now have a higher level of awareness by the individuals who went through the program about what are the high payoff activities they need to focus on.

I CAN NOW SEE PEOPLE'S TRUE CAPABILITIES

The program also helped me understand people's capabilities.

"This program... helped everyone understand how their individual responsibilities are interconnected."

Around here we have an expression: "Don't let your shot-putters high jump for you." Each individual has to have a development and performance review. "These are your goals, etc."

Now I know something I didn't know before about these individuals, by having seen how they handled their tasks. So this will spin off to the development and planning reviews for these people.

GETTING PARTICIPATION IN GOAL SETTING

With certain individuals this process opened up the opportunity for them to be much more of a participant in developing the goals that are assigned to them.

For two, it was an exercise in figuring out what their new jobs are and what they wanted to do in those jobs.

That makes sense because they're the ones who are out there doing it every day, so they think of

things a manager would never think of.

The program also improved interaction between those who went through the program and other people here in the office and outside.

It helped everyone understand what their functions are within the group. In a lean office, it's easy for people to make the mistake of thinking someone else will take care of it. The program helped everyone understand what their individual responsibilities are and how they are all interconnected, and that's valuable.

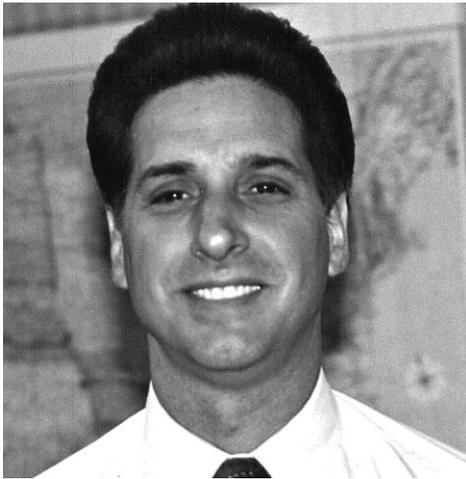
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“We Make it Easier to Grow Your Business”



Dave Cuneo
Director of National Operations
Wilsey Bennett Company

Dramatically Lower Costs

Your Process Helped Us Dramatically Reduce Our Errors

- ✓ Fewer errors
- ✓ Much higher quality
- ✓ Better coordination of remote branches

The program has been personally positive on my account. It furthered my ability to manage projects in an efficient manner.

RE-ENGINEERING OF MANAGEMENT

In this business, as you climb up the ladder, the job starts breaking down into different priorities and projects. This program gave me a very definite approach to how I handle a project - a more systematic, more manageable approach.

Now I'm able to cover more ground confidently and efficiently. On a daily basis I can set up my folder, get through some of the easy things, and get to the high payoff issues more quickly.

"PROVEN" AND BEST AREN'T THE SAME

The "task" part of the program forced me to look at the projects at hand and come to different conclusions.

At our company we've been through several presidents, and we've seen how everyone has a different way of doing things. We fall back into the old ways of doing things, the proven methods, so we don't have to reprove them again with each president.

The program changed that, and made me pinpoint highs and lows. Now we say, "We want to generate this kind of quality, how do we get there?"

And as for the service lows (service failures), we now do a really bang up job of not just solving them when they happen, but deciphering them so we can protect against them in the future.

CHANGES IN HOW THINGS GET DONE

As far as the tasks the guys were working on in the program, a lot of them came up in their reviews.

"We're no longer just solving service failures when they happen, but deciphering them... to protect against them in the future."

Even though they went through the program so close to the end of their year, it was very apparent afterwards that there was a lot of change in their performance. I'm looking forward to it making a real impact next year.

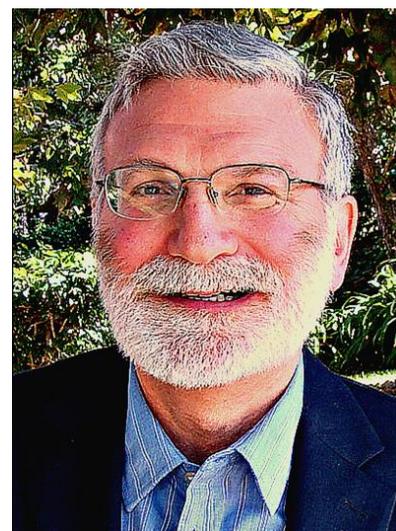
U.S. Management, LLC -- "We Make it Easier to Grow Your Business"

(previously Leadership Management Associates)

James I. Bond, President Phone: 805-405-9899 Email: jbond@USM-LLC.com

James I. Bond is the founder of U.S. Management, LLC.

As a **Marketing, Management and Strategic Planning** specialist for more than 30 years, his clients have ranged from smaller regional firms to divisions of **Amgen, Gannett Media, Litton, Avon Cosmetics, Seagram's Distillers, Abbott Laboratories, and Tenet Healthcare.**



James is a specialist in managing the execution of complex strategic business initiatives in **Marketing, Operations Management, Business Structure, Technology Development, Sales Force Structure, Sales Management, Distribution Channels Development, and Post-Merger Integration.**

His results have included turnarounds, aggressive expansions and operations restructures at a wide range of businesses.

For more than a decade, he also ran one of the top behavioral management firms in the Western U.S., with more than 22 coaches, psychologists and consultants.

He has been a workshop chairman for the resource partner of **the U.S. Small Business Administration**, and conducts business development workshops for graduating students at a major university.

On the personal side, James is founder of The Father-Daughter Project™ and author of the breakthrough relationship book, "The Secret Life of Fathers."

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