



Achieving Performance Excellence

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The Impact of Diverse Thinking on Performance

- Diversity

“...the varied perspectives and approaches to work...”

– Thomas (1996)

- Diversity of thought improves performance
- Challenging basic assumptions about functions, strategies, operations, practices and procedures
- The research results are ambiguous
 - All success depends on implementation



Frontier Global Partners Culture and Values

- We value
 - Respect, transparency and collaboration
 - Strong ethical practices
 - Client's interest first
 - Diversity of thought
 - Entrepreneurship
 - Well-defined processes
 - Excellent investment performance and client service



A Bit of Background

- Large firms
 - First Boston Corporation
 - Morgan Stanley
- Smaller firms
 - Miller Anderson & Sherrerd
 - Nicholas Applegate
 - Frontier Global Partners
- Academia
 - Virginia Tech



A Truly Diverse Workforce



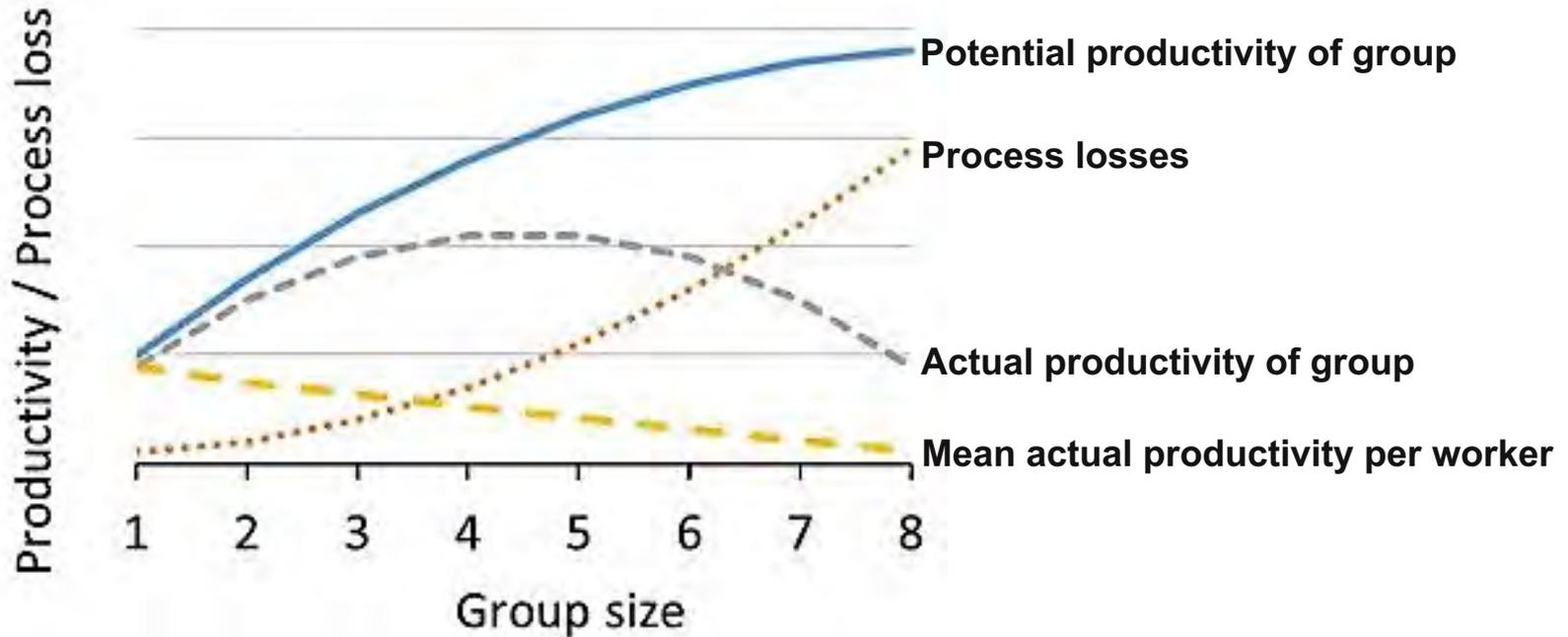


FGP Culture In Practice

- Ownership is broad and getting broader
- Responsibilities are multifaceted
- Investment research by small team of generalists
- Portfolio responsibilities are distributed
- Capacity limits
- Recruiting for partnership



Small teams of generalists



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Diverse Education



Structural Engineering



Economics



History



Mechanical Engineering

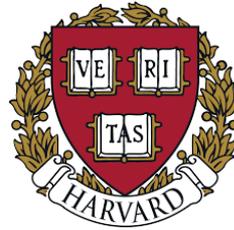
Advertising

Government



International Law

Business Administration



Chemical Engineering

Organizational Management





Why do we do this?

- Deliver excellent performance for our clients
- Learn and expand our horizons
- Create value
- Have fun

People are our key asset

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