



# ELICITING EXCELLENCE

*Helping Successor Succeed  
and Owners Get Paid™*

Michael Beck International, Inc.  
Portland, OR USA

## Successor Development Program

Our **Successor Development Program** is the perfect solution for preparing a successor to take over leading a company. ***Without strong leadership, no succession is a successful succession.***

Our program will help a successor lead more effectively, communicate more clearly, have greater influence within the organization, and make better decisions.

### ***A well-prepared successor will:***

- Maximize Growth, Profits & Cash Flow
- Minimize Turnover, Loss of Customers & Risk
- Reduce the Stress of a Transition
- Help Ensure the Founder's Legacy
- Reduce Demands on the Outgoing Owner's Time

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### ***Our Successor Development Program focuses on:***

- How to **Lead** (rather than manage)
- How to **Influence** (rather than command)
- How to gain **Commitment** (rather than just compliance)
- How to be **Strategic** (rather than tactical)
- How to be **Proactive** (rather than reactive)
- How to think **Big Picture** (rather than have a narrow focus)
- How to make **Good Decisions** (rather than be impulsive)
- How to be **Business Savvy** (rather than job savvy)
- How to think **Long-Term** (rather than day-to-day)

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### ***How the Program Works:***

#### **1. Executive Assessment:**

We start with a comprehensive 360° assessment to reveal a successor's strengths and identify competencies that need improvement.

#### **2. Executive Development & Coaching:**

We provide 6–12-month of executive coaching designed to improve their weaker competencies and enhance their strengths.

#### **3. Mentoring:**

We'll also help the owner to mentor the successor and expand their responsibilities.