



# ELICITING EXCELLENCE

*Helping Successor Succeed  
and Owners Get Paid™*

Michael Beck International, Inc.  
Portland, OR USA

## MBI Successor Development Program

### Why Development for Succession?

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***Without strong leadership, no succession is a successful succession.***

Properly developing the person or people who will take the reins of an organization and guide it into the future will maximize and protect business value, assure business continuity, and ensure the owner gets paid.

### Our Approach to Development - Eliciting Succession Excellence™

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Our **Successor Development Program** is the perfect solution for grooming a successor for the next level of leadership and ownership. This is a proven, systematic methodology to assess and enhance leadership abilities and effectiveness.

Each successor development engagement focuses on uncovering blind spots, enhancing the necessary leadership competencies, and overcoming performance obstacles.

The program includes:

- A **360° Successor Assessment** to determine the successor's strengths and weaknesses
- Four, one-hour executive coaching sessions per month for six months
- Unlimited access by phone and/or email to successor's coach for urgent matters
- Six monthly strategy sessions with the owner to accelerate successor's development

### Program Pricing

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The fee for our Successor Development Program includes program design, prep work, assessment, assessment debrief, coaching meetings with the successor, strategy sessions with the owner, and final evaluation. The fee does not include any travel costs to locations outside the local region in which the coach is based, as most coaching is conducted virtually.