



# ELICITING EXCELLENCE

*Helping Successor Succeed  
and Owners Get Paid™*

Michael Beck International, Inc.  
Portland, OR USA

## Typical Successor Engagements

- **An owner has chosen a successor and needs him or her to succeed in order to get paid.**  
We conduct an objective assessment to determine their strengths and the competencies that need to improve. We then create a plan of development utilizing executive coaching to enhance their leadership and ownership effectiveness.
- **An owner wants the business to continue but doesn't have a successor.**  
We help the owner create an **Ideal Successor Profile** for their specific business, strategize with them about how to find and/or attract good candidates, and strategize about how to determine the best one.
- **There are two or more potential successors and the owner needs an objective, unemotional way to decide who to select.**  
We conduct an objective assessment of each successor to reveal an objective, unbiased picture of their strengths and weaknesses so the best person is chosen, or in the alternative, the responsibilities are divided effectively.
- **ESOP Preparation**  
The owner of a business plans to retire and is in the process of establishing an ESOP and members of the leadership team need to improve their effectiveness. We assess and develop the key leaders who will be guiding the company.
- **Merger & Acquisition Preparation**  
A business is preparing for a merger or acquisition. It needs to increase business value and raise buyer confidence by elevating the effectiveness of the leadership team. We assess and develop the key leaders within the organization.