



ELICITING EXCELLENCE

"Helping successors succeed
and owners get paid"™

Michael Beck International, Inc.
Portland, OR USA

RECRUITING PLUS

The Main Reasons a Recruited Successor Fails:



- Poor cultural fit
- Wrong personality
- Not earning trust and respect
- Making changes for the sake of change
- Internal conflict with team members
- Not thinking strategically
- Making poor decisions
- Lack of technical expertise

How We Help Ensure Success

- In addition to making certain a successor has the industry experience and technical expertise needed, we ensure they have the right personality and are a good fit to the company's culture.
- We also include four one-hour onboarding executive coaching sessions with the new hire to help set expectations and navigate integration into the organization.
- Additionally, we offer 6-12 months of executive coaching to help hone interpersonal skills, improve strategic thinking, and increase their ability to influence the organization.

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