



ELICITING EXCELLENCE

"Helping successors succeed
and owners get paid"™

Michael Beck International, Inc.
Portland, OR USA

Successor Recruiting Program

We use a proven methodology to finding successors who not only have the technical competencies and industry experience needed, but also have the personality and business style to be an excellent fit to your culture and your team. Our approach has been developed over decades of experience.

1. Successor Profile Creation

- Define position, competencies and traits needed
- Objectively determine ideal personality and business style
- Identify values and behaviors central to company's culture

2. Successor Candidate Recruitment

- Research industry
- Screen candidates
 - Confirm professional and technical qualifications
 - Clarify career objectives
 - Define compensation objectives
 - Determine cultural fit
 - Evaluate suitability
- Present top 2-5 candidates
- Coordinate interviews
- Strategize with client
- Assist in negotiations
- Help close the deal

3. Successor Development

- Provide on-boarding coaching to ensure a smooth integration
- Provide executive coaching to enhance leadership effectiveness by refining interpersonal skills, strategic thinking, and the ability to influence

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www.SuccessorRecruiting.com

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www.NewOwnerCoaching.com