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## Successor Readiness

When a successor is properly developed, company growth and profitability are maximized, employee turnover and customer loss are minimized, and all the payments to purchase the business get paid. On the other hand, if a successor takes over a company but has only mastered the mechanics of the business, he or she is far more likely to fail. (Some studies say as many as 70% fail.) Learning the mechanics of a business doesn't ensure a successor has honed their leadership skills or adopted an owner's mindset.

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### Objective Assessment

It's difficult for a business owner to accurately and objectively assess a successor's readiness. In order to ensure a smooth and successful transition, an objective assessment is needed and that's exactly what our **360° Successor Assessment** does.

Based on almost two decades of insights and experience, this confidential, online assessment provides insights on the 35 competencies essential to a successor's success.

*Not only can this assessment help your client's succession go more smoothly, but it will help you engage clients much sooner than they would otherwise.*

*If you really want to help an owner successfully transition out of his or her business, it is essential that you impress upon them the importance of properly developing their successor.*

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### Effective Development

It's critical for a successor to be properly developed so the business thrives after the owner leaves and all purchase payments get paid. In addition to learning about the business, they need to develop their leadership effectiveness, their strategic thinking, and their judgment. And therein lies the challenge.... *It's nearly impossible for an owner to effectively develop their own successor!*

The reasons that owners can't properly develop their own successor relate to **interpersonal dynamics, blind spots, objectivity, time constraints, and skill set.**

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## Eliciting Excellence

Eliciting Excellence is passionate about helping companies and their leaders bring out the best in people. Our nationwide team of experienced executive coaches work with leaders to improve interpersonal skills, sharpen strategic thinking, and enhance judgment. Our work helps maximize the value of a sale and increase the likelihood of a deal actually closing by strengthening the effectiveness of the leadership team. We offer leadership assessments and executive coaching, all designed to help successors succeed and owners get paid.