



# Beard EXECUTIVE CONSULTING

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ENHANCING BUSINESS PERFORMANCE  
THROUGH EXECUTIVE DEVELOPMENT

# “BEARD EXECUTIVE CONSULTING EVALUATES AND DEVELOPS EXECUTIVES TO ENHANCE YOUR BUSINESS PERFORMANCE.”

## WHAT CAN BEARD EXECUTIVE CONSULTING DO FOR YOU:

- Strategy Facilitation and Consultation
- Executive Performance
- Merger Integration
- Board of Directors Facilitation
- Industry Experience

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### STRATEGY FACILITATION AND CONSULTATION

The development of a 3-5 year business strategy, in addition to an annual business plan, is critical to both the success and momentum of any business. Having the right kind of facilitation and consultation for the strategy development process can make the difference between having a strategy that is clear, broadly developed, owned and implementable, as opposed to one that is a top-down dictum with little understanding or engagement by senior management.

**Beard Executive Consulting** uses consultants who are steeped in group facilitation, group dynamics, and the dynamics of the business world. We help organizations engage senior executives in developing a framework for creating a business strategy, which leads to a clearly articulated and implementable plan as the outcome.

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### EXECUTIVE PERFORMANCE

The most obvious key to the sustainable success of an organization is having a stable of high-performing executives that are capable of strategic planning, leading, and implementing tactical plans. Unfortunately, it is common for the processes of executive selection, development, and deployment to be weak or non-existent. As a result, there is often a scramble to quickly replace an executive that leaves a company, and the hiring of someone from outside the company is often a testament to weak internal succession planning.

**Beard Executive Consulting** will help you with selecting and developing the right people for the right positions as well as with creating a longer term succession plan.

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### MERGER INTEGRATION

Studies that look at the success or failure of acquisitions to meet their expected financial targets show disturbing results. Research statistics have indicated that from 40%-80% of all acquisitions fail to meet pre-acquisition expectations from a revenue perspective. In addition, the subsequent loss of talent and the knowledge drain from an acquired company makes the challenge even more daunting. One clear conclusion from these various studies is that most acquiring companies fail to plan or adequately execute the integration of the new company. **Beard Executive Consulting** can help you merge acquired companies successfully from the point of due diligence through establishing merger integration processes by function to the identification and evaluation of key and critical talent. By using proven tools and processes we can reduce your risk and increase the likelihood of a successful merger.



## BEARD EXECUTIVE CONSULTING ADVANTAGE

The selection of a firm to work with the development of your executives can be difficult and confusing with all of the choices available. Consultants working in our firm are distinguished by having graduate degrees in human behavior, a history of leadership in business, recognized research publications and teaching experience in areas important to your business. Compare and we think you will agree.

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### BOARD OF DIRECTORS FACILITATION

Boards of Directors are responsible for the understanding and the broad oversight of the organization's strategy and major business practices. These responsibilities include annual business planning, risk mitigation, major organization expenditures, capital structure and indebtedness, officer hiring and compensation, litigation, major expenditures or indebtedness, and CEO succession planning. In these capacities, Board members are thrust into areas of responsibility for which they are often unprepared. It is critical for the composition of the Board to be adequately representative of the skills and capabilities necessary to address the current and future challenges facing the organization. In order to insure that the Board of Directors function at their highest level,

**Beard Executive Consulting** offers the following Board services:

1. Evaluation of the Board Composition
2. Evaluation of Board candidates
3. Evaluation of the Board Structure and Processes
4. Evaluation of the Board performance
5. Facilitation of Board meetings and/or Board retreats
6. CEO Evaluation
7. CEO Succession Planning

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### INDUSTRY EXPERIENCE

The **Beard Executive Consulting** advantage is having consultants who are experienced and are able to blend the discipline of human behavior with the knowledge and understanding of business leadership. Consultants work under the leadership of business psychologist, Dr. Myron J. Beard, who has over 30 years of experience in consulting with companies large and small, publicly traded or private. We have consulted in industries as diverse as healthcare, industrial and commercial construction, engineering, utilities, finance, manufacturing and service firms. We have a track record in executive selection, leadership development, strategy planning, merger integration, and working with company Boards. With the breadth and depth of our experience, we offer a suite of services and consultants to meet your business needs.





“YOUR BUSINESS IS TOO IMPORTANT TO BE WITHOUT GREAT LEADERS. OUR BUSINESS IS TO HELP THEM BECOME HIGH PERFORMING LEADERS AND LEADERSHIP TEAMS.”

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