



## Business Development Group, LLC

coaching | consulting | results

400 Valley Road, Suite 100  
Mount Arlington, New Jersey 07856  
www.TitanBDG.com  
973-601-3275

***TITAN Business Development Group*** is a professional, licensed, innovative and energetic business development firm located in Mt. Arlington, New Jersey. Specializing in business and executive coaching and advisory services, we partner closely with small and medium size business owners and management to successfully create definitive, measurable and sustainable results. From working together to improve operations, grow their businesses as well as challenge and crystallize visions, our goal is to help our clients become titans in their industries. Aside from working together to develop comprehensive, strategic solutions, we also offer results-driven training, including personal and professional development.

***The TITAN way*** is much more than the right steps at the right times, it is also a highly collaborative, professional, respectful and effective approach to impacting our clients in a fashion that empowers them to turn ideas into clear visions and transform those visions into reality. The TITAN way is about expanding one's definition of achievement and success - and surpassing the rest of the pack.

### Why Us?

We work side-by-side with our clients as their experienced, trusted advisor and partner. Our goals include helping you resolve technical, organizational and systemic issues, dramatically increase your bottom line, face the challenges of a dynamic marketplace, enhance productivity, be a stronger competitor, fortify your business so it can operate in your absence, plan for succession or sale, and in doing so, also stay focused on allowing you to live a higher quality life. Together, we will see to it that you become a titan - one of prodigious size, strength or achievement, as aligned to your ultimate goals...guaranteed.

**As CPA's**, we bring an extensive knowledge of a vast variety of industries, best practices, strategies and financial prowess to the table. Having worked with small startups, to medium size companies, on through publicly listed giants, we have solid, meaningful experience that we can transfer to your business.

**As licensed, professional business coaches**, our extensive training includes that of the Professional Business Coach's Alliance. This highly creditable Alliance of business coaches, for business coaches, has *the* highest standard for entry in terms of prior business experience and we have an arsenal of over 120 reputable coaches that collaborate on high levels almost daily, which means that when you work with one of Titan's coaches, you also have the advantage of a well filled with over 120 coaches from which we can draw insights and solutions related to almost any unique situation you may have.

**As consultants** we have a strong stable of associates and proven affiliates in a wide matrix of professional disciplines such as Finance, IT Services, HR, Environmental Engineering, Marketing and more.

**Our work together is an investment in your business that will pay remarkable dividends.**



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## Business Coaching

**A study conducted by Michigan-based Triad Performance Technologies, Inc. (on the ROI of working with a business coach) cites a 10:1 return on investment in less than one year.**

A Business Coach is an expert in various areas and processes of small and medium size businesses. He or she is a professional who studies what makes a business owner successful. In practice, a coach takes the time to understand the owner's business completely and provides systematic development strategies that help the owner reach his or her goals. A Business Coach works to develop the whole business on a continuous basis, in contrast to a consulting engagement where expertise is typically focused on a specific stand-alone issue. A good Business Coach is a skilled mentor in the development of areas such as leadership skills, marketing systems, sales training systems, development of customer service systems, human resources, and financial analysis.

We at TITAN Business Development Group see our role as that of Trusted Advisor. The traditional advisors to business owners are usually accountants and attorneys. These professionals focus mainly on compliance. Accountants focus largely on financial matters such as ensuring that financial statements are prepared in accordance with GAAP and that tax returns are filed in accordance with tax regulations. Attorneys are focused on legal matters, ensuring the correct business entity is selected and the various legal issues encountered in the regular course of operations are dealt with in a timely manner. However, business owners do not meet with these advisors regularly. At TBDG, quite the opposite is true. We meet with our clients regularly (often weekly) and are always available by phone and email. During these ongoing, regularly scheduled meetings, business owners learn strategies and apply them to their business – now. This constant contact ensures accountability and fosters dynamic, continuous progress – and that creates incredible momentum! At TBDG we concentrate on moving the business to where the owner wants it to be.

***Business owners, sole proprietors, managers, supervisors, and others who normally work with a Business Coach are, first and foremost, open to being coached. Quite often they:***

***◆ Seek measurable, sustainable change and empowerment ◆ Need to address technical areas of their business ◆ Want to take their business to the next level. ◆ Have to develop solid operating systems and procedures. ◆ May be preparing to sell or turn their business over to a family member. ◆ Work too hard (often, 50–60 hours per week or more) for too little gain. ◆ Find themselves procrastinating or avoiding certain duties. ◆ Are stressed trying to continually shoulder the challenge of producing new ideas to build their business beyond where it is today. ◆ Feel the need to talk with someone with deep business experience and know-how.***

**From one-on-one coaching to business effectiveness workshops to mastermind groups to new manager training and more, we have services to fit any budget and the burning desire to help you grow your business and see to it that you become a business titan – “one of prodigious size, strength and achievement”!**



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### Personal Executive Coaching

Today's volatile marketplace presents immense challenges for the twenty first century executive. In unprecedented fashion, executives find themselves having to operate within tighter constraints and under closer scrutiny. Added to this is the hard fact that organizational cultures are evolving more rapidly than ever in response to new operating frontiers.

Titan Business Development Group's personal executive coaching provides you, the executive leader, with highly individualized and confidential attention. An increasing number of busy executives are engaging their own coaches. In fact, many companies, recognizing the tremendous benefits, even provide reimbursement.

Whether you need to utilize your executive skill sets more effectively, enhance attitudinal development or take your organization to the next level, personal executive coaching will assist you in meeting the challenges that face today's executives.

#### Some distinct advantages:

**A much sharper focus ♦ Increased business effectiveness and measurable, enhanced performance ♦ More efficient prioritization, time and resource delegation skills ♦ Heightened creativity and strategic goal setting capabilities ♦ Plan execution - identifying weaknesses and producing solid results ♦ Increased effectiveness as a Decision Maker ♦ Personal branding ♦ Greater clarity of purpose and direction ♦ Better understand your optimization patterns and inherent needs based on an invaluable analysis of your own natural behavioral styles via Extended DISC™ assessments. ♦ Business relationship management including how to dramatically increase your communication and influential success with others based on their natural and applied behavioral styles ♦ Development for and transition to the next level or solidify your worth ... and satisfaction ♦ Exploring and removing obstacles to success ♦ Competitive positioning ♦ Superior leadership development ♦ Addressing issues with company culture ♦ Developing and deploying teambuilding skills**

### Corporate Executive Coaching

Organizations frequently engage our corporate executive coaching services to fast-track high potential people in preparation for executive position placement. Corporate executive coaching improves organizational alignment and function by working with key individuals, teams and tier levels. The unique coaching processes and tools which we employ integrate the development of attitudes, skills, goal planning and achievement into a powerful process that results in a more effective harnessing of the potential which already exists in organizations and their people. The process is transformational in that it focuses on long term development and sustainable future result outcomes.

**Make no mistake: This IS the dynamic competitive edge!**



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## Consulting Services

Titan Business Development Group's consulting niche is comprised of a multidisciplinary team of top-tier professionals who offer a unique combination of operational experience and strategic consulting expertise to provide unprecedented value to our clients. Our goal is to provide our clients the competitive edge necessary to be leaders in today's marketplace.

### **Business Planning**

A business plan is critical to the success of any venture and is an indispensable management tool. Planning will help you improve efficiency, productivity and competitiveness, ensuring your business is well-positioned to meet the challenges and opportunities ahead. We can assist you in developing a written and detailed overview of where your business is, how it is positioning itself, where it wants to go and how it is going to achieve its goals.

### **Business Analysis**

Our objectivity, coupled with sophisticated techniques and tools, allows us to analyze your strengths and weaknesses, identify opportunities for increased profitability and supply the tools to make your business even more successful.

### **Business Processes and Systemization Strategies**

Especially in today's dynamic environment, business processes need to be scrutinized and developed in such a fashion that they are concise and dependable, yet flexible enough to shift with your enterprise's evolving demands. Our experienced team can assist you in the development, implementation and monitoring of these processes. Systemization strategies will help insure consistency and form a structure that allows your business to run in your absence.

### **Management Consulting**

Organizations hire the services of management consultants for a number of reasons, including gaining external and objective advice, access to the consultants' specialized expertise, or simply as extra temporary help during a one-time project. Our Consultants may also provide organizational change management assistance, technology implementation, strategy development, or operational improvement services.

Our Team and Strategic Alliances also provide consulting in:

- ✓ Marketing
- ✓ Environmental Engineering
- ✓ IT Services
- ✓ Information Systems
- ✓ Human Resource Development
- ✓ Sales Force Development
- ✓ Cost and Inventory Management
- ✓ Financial Analysis
- ✓ Bookkeeping
- ✓ And more.

**Give us a call today to discuss your needs and to explore working together.**



## FINTEL® Analysis Business Intelligence Overview

Titan Business Development Group, LLC is trained and licensed as FINTEL ProAdvisors in the use of FINTEL, an extremely powerful business intelligence solution that is well respected across the globe. This impressive tool was originally developed in conjunction with the Ewing Marrison Kaufman Foundation, which is often referred to as the world's largest Foundation devoted to entrepreneurship.

Use of this powerful business intelligence solution helps our clients make insightful, superior decisions based on the largest and most reliable financial benchmarking database of privately held companies available. We support your decision making processes with timely, relevant, easy to retrieve and readily presentable financial information and benchmarks. We have a passion for supplying dependable business intelligence and expert advice to make you and your business more successful.

The Fintel dataset is unique, offering financial insights not found anywhere else. It covers more than 900,000 mostly privately held companies that do not publicly disclose their financial information from over 2,500 different industry groups as classified by either SIC (Standard Industry Classification) or NAICS (North American Industry Classification System). Benchmarks present the most important Key Performance Indicators derived from the dataset that are critical to understanding and evaluating the state of, and the prospects for, any business based on its financial situation.

Tools and reports can be used to present industry analysis statistics or to display side-by-side comparisons of an individual company and industry benchmarks of an entire industry of similarly sized entities. Our recommendations are offered to support decision making and are based on years of expert experiences that have found insightful patterns and promising solutions which apply to firms of similar financial health across almost all industries.

### A few analysis examples:

**The Ratio Benchmarking Analysis** section of your Report provides you with a comparison of your company to a similar size company in your industry using common-size financial statements and key standard ratios.

**The Return on Asset Investment Analysis** section of your Report lets you examine your ROAI, to develop strategies for improvement. Return on Asset Investment is the major measure of the earnings power of a business. It also provides a measure of the competitiveness of your firm.

**The Net Balance Position Analysis** section of your Report uses NBP, the modern approach to estimating the cash liquidity of a business. This section of your report will show you the ratios that affect your NBP and suggests ways to improve it.

**The Sustainable Growth Rate (SGR) Analysis** section of your Report provides you with an estimate of the growth rate as a percent of sales that you can afford given your capitalization structure without developing cash problems. Firm growth must be financed with additional cash and it is important to see that your actual growth is approximately the same as your SGR.

**A Loan Risk Evaluation and Pricing Analysis** enables a commercial lender to effectively predict loan delinquency based on the financial health of a loan applicant and to price loans in accordance with their inherent risk. Likewise, this same evaluation can be successfully used by a borrower to identify those same risks and strengthen them before applying for a loan, resulting in a successful application, greater approval value or more favorable rates.

Titan Business Development Group, LLC can also use powerful financial modeling (**what-if scenarios**) within Fintel to quickly show you the effects of different strategic scenarios, helping to guide your business decisions in a distinctly measurable way.



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## **Extended DISC® Assessments**

**INDIVIDUAL ANALYSIS:** Extended DISC® Individual Assessments are designed to provide information that makes an impact, is actionable and, most importantly, has a positive impact on performance. The Individual Assessments are self-assessments that identify the strengths and development areas of an individual. What makes Extended DISC® different from other assessments is that it is able to measure the hard-wired behaviors to exclude the impact of the environment. In practice this means that the results show who the individual actually is and not what the person thinks he/she needs to be in the existing environment. As a result, the report identifies the true strengths and development areas to allow for real performance improvement. Their success is based on their strong ability to provide information to make better decisions.

**Extended DISC® Individual Assessments have several options available to ensure you have the information you need:**

- Sales Assessment • Team Member Assessment • Management Assessment • Information Technology Assessment • Leadership Assessment • Project Assessment • Customer Service Assessment • Administrative Assessment • Training Assessment

**Some of the most common applications for Personal Analysis in organizations worldwide are:**

- Leadership Development • Organization Development • Communication and Interaction Skills Training • Sales training and Sales Management Training • Customer Service Training • Coaching

## **TEAM ANALYSIS**

From CEOs to front line employees, Team Analysis is a powerful tool that has many applications and yet is so easy to understand. Team Analysis provides a clear, easy-to-use framework to understand complex issues quickly, to solve problems and to improve performance. It also presents a safe environment to discuss challenging topics productively. Team Analysis provides the big picture that enables decisions to be made with confidence.

Extended DISC® Team Analysis is a tool that can combine all of the individual assessment results into one report. It shows the team dynamics, the strengths and development areas of the team, and illustrates how the team members are adjusting their behaviors in the existing work environment. While team applications are the most popular uses of the tool, Team Analysis is capable of assessing an unlimited number of individuals. As a result, it enables our clients to perform various, more complicated analyses very cost effectively. Some of these applications include identification of the effective behaviors (leadership, management, sales and customer service), succession planning and strategic decision making.

Once the participating individuals have completed a brief Extended DISC® Personal Analysis questionnaire, you simply tell us which members you wish to include in the report. Options include:

- Maps to identify team makeup • Maps to identify style adjustments • Team Scorecard • Team Roles

**Some of the most common applications for Team Analysis are:**

- Team development • Strategic decision making • Identifying effective behaviors • Leadership development • Organizational development • Succession Planning • Turnover reduction



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### Non-qualified Deferred Compensation Plans

#### Recordkeeping and Reporting Services:

KEYSOP™  
Specialists

Purchase and Grant  
Translations

Option and Deferral  
Agreements

Substitutions and  
Restatements

Earnings Allocations

Exercise/Payout

Calculations

Trade Directives

Distribution  
Assistance

Reconciliations

Online Access to  
Valuation Statements

Customizable  
Statements

#### Are you getting everything you need from your third party administrator?

Recent changes in federal tax legislation have increased the complexity and reporting requirements for Nonqualified Deferred Compensation Plans and the cost of noncompliance is significant. As a Plan sponsor, you want to know that your Plan is well tended.

#### Titan Business Development Group offers complete, flexible, cost-effective solutions with a personal touch.

We've represented over a hundred NQDC Plans of various size and complexity. A respected provider of TPA services, Titan Business Development Group combines experience with technology to bring state-of-the-art plan administration to our clients.

#### State-of-the-Art Reporting System

Our proprietary Reporting System is designed to respond quickly to your needs and new reporting requirements. Concise, customized, easy-to-read statements outlines all activity, elections and valuations at a glance. Secure online access to Statements of Activity is offered to Plan sponsors and participants.

#### Cost Savings

Our solutions eliminate the need for in-house recordkeeping. Not only do you realize administrative cost savings, but also eliminate human error associated with redundant activities and manual entry.

#### Personal Attention

By working closely with you, your legal counsel, trustees, brokerage firms and other advisors, we ensure that your Plan suits your needs and remains compliant with current regulations. Regardless of the size of your Plan, we provide prompt, dedicated and efficient attention to all matters at hand. Personal service and systems flexibility let us adapt quickly to meet the particular needs of your specific Plan or Arrangement.



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## TESTIMONIALS

*"(TitanBDG) brings to the coaching model that inner sense of knowing what's behind the numbers, how they should look and what a business owner needs to do to get them there. (Their) methodology transcends the simple compliance strategies of financially based peers and results in what can only be described as sound business effectiveness. Excellence is a given here, as it should be and so rarely is."*

**Brendan Cunningham, President and Owner - Excelleron**

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*"I thought I was doing everything right for the most part and came to you with a specific need. I can't express how glad I am we went further: My business is now starting to look like what I envisioned when I first decided to open my own company. I'm working efficiently and sales are climbing."*

**Susan Grubb, Owner - Fairtrade Sales**

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*"Our work together to structure the purchase of my location, on succession planning and on a number of other technical elements of my business produced incredible results that were well beyond my expectations."*

**Richard Kennedy, Owner - Richie's Automotive Specialties**

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*"From setting up our company to working with us on the development of succinct strategies, you have proffered nothing less than absolute excellence. We commend and thank you for your undeniable competence, clarity, dedication and innovativeness. And, we have learned incredible volumes. Working together has been the best business decision we've made and has been a crucial factor in our ascent. You truly have partnered with us for our success."*

**Ken White, President - Mission Critical**

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*"No hands down, you are \*the\* best at what you do. I'm simply amazed."*

**Jeff Lazarus, Owner - JL Consulting**