



**TITAN**

**Business Development Group, LLC**

coaching | consulting | results

*Titan: of prodigious size, strength or achievement*

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# About TITAN Business Development Group, LLC

**TITAN Business Development Group, LLC** is a professional, licensed, innovative and energetic business development firm. 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 Work With 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 and your business become titans - ones of prodigious size, strength or achievement, as aligned to your ultimate goals...guaranteed.

**As Certified Public Accountants and Chartered Global Management Accountants**, 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. We know very well that every business is unique. Each breathes a life of its own. We are well acquainted with and trained in highly successful models and proven techniques. Our work together will fit them as well as strategies from decades of remarkable professional experience to your business and goals, not visa-versa.

**As Certified Professional Mastermind Coaches**, we bring additional proven tools and techniques, along with rigorous training, from the global leader and authority in executive coaching to the table.

**As Consultants** we have a strong stable of associates and proven affiliates in a wide matrix of professional disciplines such as finance & accounting, human resources, payroll, sales & marketing, IT services, and more.

# 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, LLC 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, video conference 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, which 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 or achievement”!

# Executive Coaching

## 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, LLC'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 team building 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!**

# Consulting Services

TITAN Business Development Group, LLC'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  
√ Information Systems    √ Human Resource Development  
√ Sales Force Development    √ Cost and Inventory Management  
√ Financial Analysis    √ Bookkeeping    √ IT Services    √ And More.

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

## 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 just 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 easily understood. 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. Team applications are among the most popular uses of the tool and 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

# Nonqualified Deferred Compensation Plans

## Are you getting everything you need from your Third Party Administrator?

Changes in federal legislations 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 to.

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

We represent a vast number of Nonqualified Deferred Compensation Plans of varying sizes and complexities. A respected provider of TPA services, TITAN Business Development Group, LLC combines experience with technology to bring state-of-the-art plan administration to our clients.

### **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

Plan Sponsor and  
Individual Participant  
Statements

Online Access to  
Valuation Statements

Customizable  
Reporting Formats

### 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 outline 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.

### Proactive Team Members

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.

### Personal Attention

Regardless of the size of your Plan, we provide prompt, dedicated and efficient attention to all matters at hand. Personal service and system flexibility let us adapt quickly to meet the particular needs of your specific Plan or Arrangement.

### Safety and Security

Your Plan contains a great deal of confidential information. You can be assured that all data onsite is securely protected physically and access-protection measures are in place as well. All offsite information resides on dedicated, double-firewall protected servers with the latest complex encryption and security features in place.

## A Few 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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*"Working with Titan was one of the best decisions I've made! Their knowledge of business, law, accounting, and marketing have helped me get my business off the ground. Before finding Titan, I had spoken to a handful of "accountants" and "business coaches" that were very unsure of how to execute my goal of running both a for profit and a not for profit organization. Titan was 100% sure of my goal and was able to help in coaching, accounting, and execution. They were a joy to work with. Not only are they very well versed, they also held me accountable, and have a wonderful sense of humor. A truly wonderful experience, and an investment worth making in yourself, and in your business."*

**Kimberly M. Spair, M.C.D CCC-SLP/L – Reclaimer's of Health, LLC and Integrative Beginnings**

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*"Titan Business Development Group did an incredible job of managing ULI's program. The deliverable was always exact and on time. The training and advice that they provided to the organization was very well done. We could not have managed this program without Titan."*

**Michael Terseck – CFO, Urban Land Institute**

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*"We have worked successfully with Titan Business Development Group for a number of years and have enjoyed a productive relationship. They have been highly responsive, professional and proactive. We look forward to continuing our association."*

**Peter Lee – BIC Corporation**

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*"I find Titan Business Development Group detailed, client oriented, with unstoppable energy and an abundance of caring for their clients and their clients' goals. They know how to get them to achieve and to enjoy the process. I have been able to refer my clients to Titan BDG without hesitation and with absolute confidence."*

**Richard Silverlieb, Esq. – Principle, AV® Preeminent™ rated Attorney at Law**

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*"True professionals. Time and again, we rely on their information. They are timely and responsive, and a pleasure to work with. I wish all our associations worked this smoothly. I highly recommend their firm."*

**Regina Ryan, Sr. VP – American Financial Group, Ltd./IFG Russell Advisors**

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*"We engaged with Titan Business Development Group for various services and they were outstanding. They are superb communicators with the ability to make complex concepts easy to understand. Titan is proactive and our organization successfully relied on their expertise and competence."*

**Julie McGovern, VP – Chilton Memorial Hospital**