

The Only **Complete** Succession Planning Best Practice Provider



with *Content,*

PROCESS,

and

Software as a Service



SUCCESS**ASSOCIATES**

Specializing in succession planning since 1996

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Partial Client List...



Abbott Laboratories



Mirant



Air Cruisers, Inc.



Mitsubishi



Alcatel, CIT



NASD (NASDAQ)



Allaire, Inc.



NAV Canada



American Airlines



Northern Illinois University



Amoco



Pitney Bowes



Aquila



Sprint



BMW North America



Service Master



Broadwing



CNF Transportation



Clear Orbit



Skanska AB



DRS Technologies



United States Air Force



Fifth Third Bank



Watson Wyatt Worldwide



SUCCESS ASSOCIATES

Many of the world's most successful organizations have turned to Success Associates to leverage our expertise.

On October 1, 2008 Success Associates secured venture capital to expand operations to put within easy reach world class leadership planning tools to organizations with as few as 1,000 employees.

GET RESULTS

The Right Leaders in the Right Jobs at the Right Time

We Put Success In Succession Planning

Seminar Testimonials

"Mark's no-nonsense approach to doing succession planning provided information and tools that would ensure success in developing a succession planning process."

- Cheryl Van, VP of Employment & Development, Visa International

"Audiences rate Mark Caruso 4.8 on a 5 point scale. That's superstar status. And not only does Mark get rave reviews from HR professionals - he gets them from CEOs, COOs, CFOs, and CIOs. Why is he such a valued speaker? Because he has effectively compressed years of front-line experience into a systematic, well organized learning program."

**- Bruno Bannon,
Director, Human Resources Advisory Council
A Division of the International Quality and Productivity Center**

"Practical approach to implementing succession planning. Comprehensive, good communication, great content, 'regular guy' with a lot of expertise."

- Lisa Keller, VP Human Resources, DTC

"Great information that is presented in a practical manner and can be readily applied."

- Leslie Tobias, Director of Human Resources, Chugai Biopharmaceuticals, Inc

"Handouts and models were very helpful. Definitely worth the price of the course! I knew this within the first 30 minutes into the program."

- Joe Manring, Human Resources Manager, ZF Industries

"Down and dirty workshop - excellent presentation. Mark knows his business in concept and practice."

- Connie Tolleson, VP, Human Resources, Home Base

"Extremely helpful. Mark provided the tools to start implementation in my organization."

- Christine Miller, VP of Human Resources, Hostmark Management Group

"Provided the 'nuts and bolts' I needed up front to understand the rest."

- Anthony Hinton, Director, Organization Development, Dunn and Bradstreet

"Excellent. I feel ready to plan our plan."

- Kathy Roadarmel, VP Human Resources, Gaylord Entertainment Co.

"Excellent presentation and presenter. Content was excellent and useful."

- Joan Hansen, Manager, Organization Development, Cherry Electrical Products



Success. Guaranteed. *

Our **Content** was published “best in class” by Watson Wyatt Worldwide in 1996.

Expanded and refined to the most demanding standards through client work over 12 years

demonstrated replicable in a wide range of organization sectors

successfully implemented from 400 to 300,000 total employees in size

programs adapted to corporations or government agencies

one day seminars provide fast paced comprehensive coverage

two day workshops add practice and implementation support

register for a seminar or workshop near to you or better yet

bring a seminar or workshop “in house” at your location

*** dedicated on-site events are guaranteed 100%.**

it's simple. not satisfied? we refund 100% of the fee paid.

why reinvent the wheel? complete our online form to

schedule a free webinar to test drive our core content

or just give us a call or shoot us an email but first

check out what our clients say about us.

our success is defined by your success

please visit our website to learn more.

helping create success is our passion -

together, we are success associates.

Content



Headquarters: Pleasanton, California
Revenues: \$46 Billion USD
Employees: 201,000

“Most succession planning dies under its own weight because it becomes too complicated, too expensive and eventually its ROI becomes harder and harder to realize and justify. Success Associates’ process is simple, straightforward, and most important, engaging, as it allows decision makers to discuss staff in terms all understand. We were first exposed to the models at a public forum seminar. Then we brought the workshop in-house to secure buy in from key decision makers reporting to the Chairman. With Mark’s guidance and facilitation we also completed the implementation planning with this important group. Mark provided value added consulting services at the various division level consensus, analysis and action planning meetings and delivered the key process training as we expanded the population in the plan from all SVPs and VPs to all directors across North America. If a subscription based software-as-a-service solution that fit his models and reports had been available at the time of our launch the whole process would have been even easier and efficient for both implementation and ongoing administration.”

- Dick W. Gonzales

Senior Vice President, Human Resources, Safeway

Process *creates capabilities*

to configure our models to suit your organization

plan implementation with outcomes in mind and easily collect a small amount of data

then analyze & present the data in order to set compelling meeting agendas

like a fresh view of the leadership team in place and the leadership bench

and predicting vacant positions in the next 12 months

to address the important questions

and define the strategic priorities

that drive tactical initiatives and focused work

that formulate individual development and transition plans

that prepare leaders for new roles with a sense of urgency

while attending to business

to help ensure their success

regardless of reason of growth or downsizing

in order to retain and create new business-critical

know-how in your high impact leadership roles.

PROCESS

SKANSKA

Headquarters: Stockholm, Sweden

Revenues \$17 Billion USD.

Employees: 79,000 in 14 international markets.

"We were facing a big task in Skanska. The need to create a succession planning process for the top 100 positions located around the globe, and have it web-based for ease of use and real time access for executives. Mark's pragmatic, results oriented approach resonated with our CEO and the senior executive team. He delivered on his promises and provided us with a solid process for guiding the development of our next generation of leaders."

- **Richard Caldera, former SVP HR, Skanska AB
Currently SVP HR, Heidrick and Struggles**



Low fixed cost and no set up fees

Software as a Service is simply the *right tool for the job*.

Get started Immediately as our software is ready for your use in days not months.

The annual subscription is less than the average cost of one retained executive search.

Price is not dependent upon or adjusted by the number of records in your database.

There are no set up fees. We do all of the following at no charge: Configure your your logo prominently on the application screens and reports; configure many data fields to terminology of your choice; configure user security; perform the initial data transfer (upload) of employees', positions' and training courses; and deliver initial start up software training by a live instructor via WebEx. Ongoing user support is also included at no charge via both online help integrated on every screen and secure WebEx, phone and email as detailed in our service level agreement.

Upgrades are free and there are no surcharges. Both our principal partners have over 15 years succession planning related experience in both HR and IT and we built, priced and support our software as a service with the client process champion in mind.

Software as a Service



Our target market is organizations with 1000 or more employees.

Our full range of services is easily affordable to organizations of this size.

Our vision is to be the leading succession planning provider in the world.

We cordially invite you to [Request a Free Webinar](#) to get acquainted.
(A computer video and phone presentation from the comfort of your office)

Suggested agenda:

Rating Models Overview
A Brief Process Walk Through
Software Demonstration
Tailored to Your Specific Interests in Our Services

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