



What We Cannot Do For You

We are often asked by clients *to carry interim roles in their organization* – until they can learn to do it themselves or hire the right people.

In general, we choose not to do this. The reason why is that it's often too disruptive to your organization. We're in the role of providing advice and counsel – and most organizations' cultures will "weed out" people like us that tell others what to do all of the time! And that's the way it should be. It's far more healthy to your company to let us work with your executives and help them understand why a new role is needed – and then help you hire the right people to make the changes or improvements you need.

We are also frequently asked to work for free – and *take a percentage of your profits*. This, too, is something we choose not to do. There are many, many things that impact your profitability that we cannot control – and we prefer to be compensated for our time, experience and counsel.

And, finally, there are often requests made of us *that we are less suited to serve* than others we know in the industry. When this occurs, we advise you accordingly. We won't waste your time and money – and will share with you whatever resources we know to help you accomplish your goals.