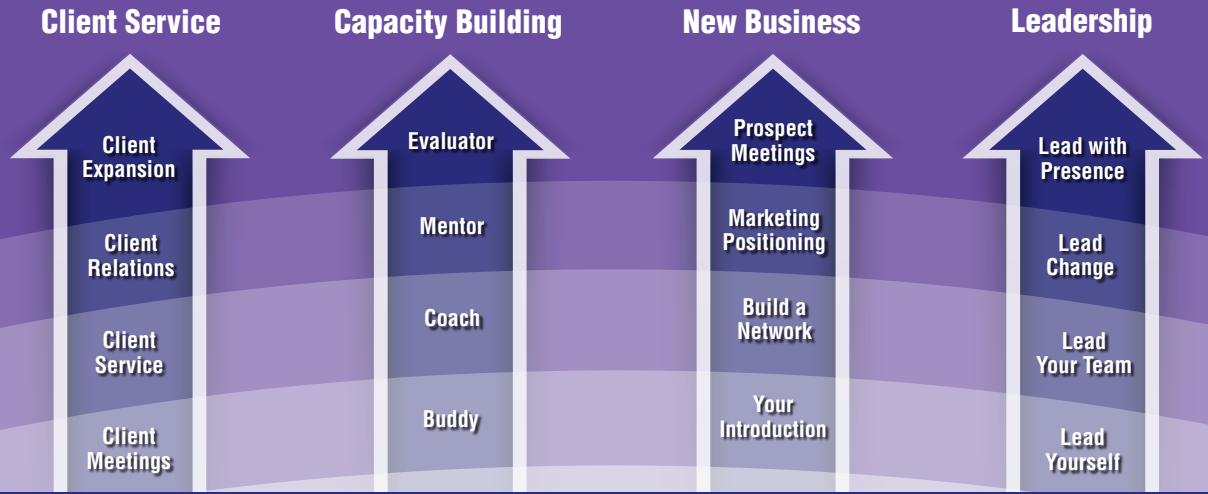


# High Performers



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Guy Gage is the owner of PartnersCoach, a coaching and consulting firm to CPAs and accounting firms. Holding a license in counseling and a certificate in human performance improvement, he has consulted with and coached accountants for over 20 years, guiding them to increase their effectiveness and career satisfaction. His experience working in an accounting firm for over seven years gives him first-hand insights of firm life from the inside.

About Guy Gage, LPC CPT



## Partner-Pipeline®

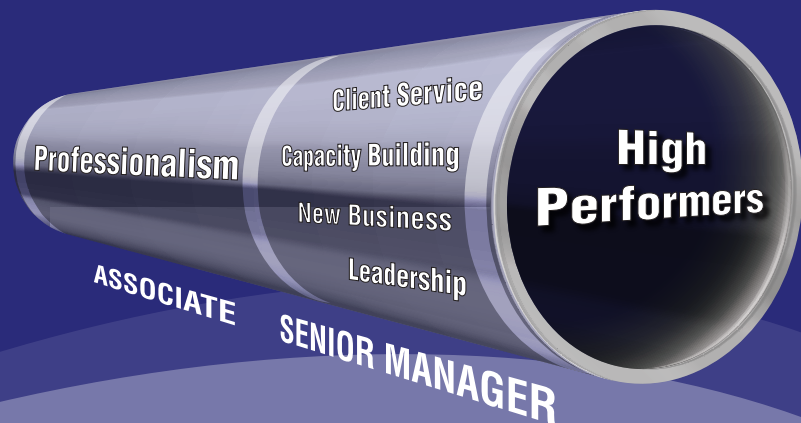
Grow Your People. Grow Your Firm.

# Are You Raising High Performers?

When you evaluate your people, the first thing to consider is their technical competence. They have to understand and apply their knowledge and skill to client situations. If their technical skills are sufficient, then you examine their professional skills. This is where many of your people are ill-equipped.

Since the beginning of their careers, they have devoted their CPE to technical development. Yet the ultimate factors for high performance reside in their professional capabilities. This emphasis is often a surprise to them because their professional development has been virtually ignored.

The Partner-Pipeline® is designed to equip your people with the professional skills to match their technical competence. Your firm's health and growth are dependent on capable people to fill roles and making contributions as high-performing professionals, some of whom will be partner candidates. Don't leave their development to chance or rely on their personal style. Equip them to be their best.



## How It Works

The Partner-Pipeline® develops your staff in the professional skills beginning the first year of their careers. They develop capability in 4 Areas of Contribution that you need to sustain and grow your firm.

### Program Features:

- Cost-Effective: Courses held at your firm
- Convenient: Training for all professionals
- Application-based: Action Plans developed
- Accountable: phone coaching between courses

At every staff level, participants will demonstrate capability in each of the 4 Areas of Contribution *appropriate to their level*. As they progress through their careers, they will build on their knowledge and skills in order to function at high levels of competence.

Your firm already has a technical development program. The Partner-Pipeline® rounds out your staffs' development in the other skills necessary to become high-contributing professionals.

For More Information Contact

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