SELFMANAGEMENT GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

PRACTICE MANAGEMENT DIVISION

With over 30 years of experience and a leader in helping Financial Institutions around the world, Self Management Group introduces its new **Practice Management Division**.

The Division's main focus is to help field leaders enhance productivity, profitability and career development through ongoing consulting, programs, tools and resources.

Our **Practice Management Division** can help Advisors manage and grow through several proven services and products.

- **Staffing & Succession Planning**
  - Sourcing Staff
  - Matching a Successor to You and Your Practice
  - Staff Selection Tools & Interview Guides
  - Turn Key Recruiting Solution

- **Building Your Business**
  - Building Success Habits
  - One on One Coaching
  - Business Practice Consulting
  - Developing Your Lifestyle Goals

- **Performance Coaching**
  - Staff Development
  - Coaching Programs
  - Team Building

- **Leading a Performance Culture**
  - Coaching the Coaches
  - Allocating Time and Resources
  - Leadership Programs
  - Executive Coaching and Consultation

PRACTICE MANAGEMENT - PLANNING FOR GROWTH

Contact **Self Management Group** today to improve the effectiveness of your practice

Robert Dougan
416.746.0444 ext 250
rdougan@selfmgmt.com

SELFMANAGEMENT GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

PRACTICE MANAGEMENT DIVISION

CO-DIRECTORS

John Marshall, Ph.D.

John is a well recognized and sought after author, keynote speaker, coach, organizational psychologist, and innovative thought leader. He is the President and founder of the Self Management Group and has a doctorate in Social/Personality Psychology from York University. For over 30 years, he has focussed on helping large blue chip organizations develop high performing distribution systems.

John has been involved in the development of all of SMG's profiles. SMG is now the largest online assessment company with 80 proprietary tools available in over 39 languages. His strategic vision is to create an integrated, online Talent Management System from first contact to retirement that attracts, develops, and retains top performers. His latest initiates are developing a 'Best Practices Recruiting Solution' combining the latest social media tactics with active recruiting and Developing Success Habits.

Our new Practice Management Division is based on over 30 years of experiences and research helping top producers grow both personally and professionally.

Robert Dougan, MA.

As a highly sought after Senior Consultant in the Financial Services sector, Robert has helped many Advisor practices across North America in the area of Practice Management to attract, develop and retain superior talent. In addition, Robert has spent many years helping Professionals in Financial Services with personalized custom solutions in the area of succession planning, coaching and team development to ensure the viability and growth of their business practice for the future. The clients that continue to work with Robert are long term, and have achieved incredible results.

Robert holds a Master's Degree from Brock University, where he specialized in psychographic profiling and consumer behavior in the wine industry. Robert has over a decade of experience working with Financial Services professionals ranging from: MGA's, Financial Advisors, Investment Advisors, Financial Planners, Analysts, Wealth Specialists and Inside and Outside Wholesaling teams. Robert has also taught at the University level, and has carried out many speaking engagements for various financial services companies.

Home of the "POP"™