



Robert Sher – Advisor to Boards of Directors and CEOs

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I'm pleased to announce formation of a partnership with Robert Sher, a veteran CEO and seasoned consultant to family owned and privately held companies. Rob shares my values and my approach to enhancing Board and CEO leadership effectiveness. Over time, I anticipate transitioning my consulting practice to Rob's leadership. In the meantime, he will be assisting me in delivering my current board and CEO advisory services. Rob is a thoughtful and nimble thinker. He exemplifies the professionalism, expertise, and service level expected from our profession.

Robert is a highly accomplished former CEO of a family owned business, Board Member, Consultant, and Author with more than 30 years of experience focused on improving the board and executive leadership of privately held companies. Earlier this year Rob served as a member of IADE's Annual ANC Director Training and Certification Course faculty.

Robert speaks frequently, and has published extensively on the successful leadership traits and skills of CEOs and boards of privately held and family owned companies. He is a regular columnist on *Forbes.com*, has numerous posts on *Harvard Business Review online*, *Entrepreneur.com* and *CFO.com*. He has authored two books, the first book, *The Feel of the Deal; How I Built a Company through Acquisitions* (1toPonder, 2007) and his newest book, *Mighty Midsized Companies; How Leaders Overcome 7 Silent Growth Killers*, (Boston: Bibliomotion, Sep. 2014). His two books can be purchased on Amazon.com.

Robert received a B.S. degree in business administration from Hayward State University in 1986 (during which he ran a small business), and an MBA degree from St. Mary's College in 1988, where he was the recipient of the Jack Saloma Award for student citizenship. From 1995 to 2000, he taught MBA and executive MBA entrepreneurial business courses at St. Mary's.

**Together, Rob and I are offering three new services.**

1. Serving as an interim CEO for Village ANCs to assist boards in managing their corporations on a short-term basis and with the recruitment and selection of a permanent CEO (this Board Advisory service builds on my current role as an interim CEO for a Village ANC).
2. Launching a Leadership Coaching/Training program for ANC Village Board Presidents and Shareholder CEOs.
3. Provision of a simple process to develop and implement easy to understand and track Strategic and Operational One-Page Business Plans at the board and management level. We coach the board and management on how to consolidate plans onto one page, on accountability for executing plans to achieve results, how to monitor progress, and how to keep plans current.

To learn more about these new services and our board training programs, please contact us at:

Institute for ANC Director Education®

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