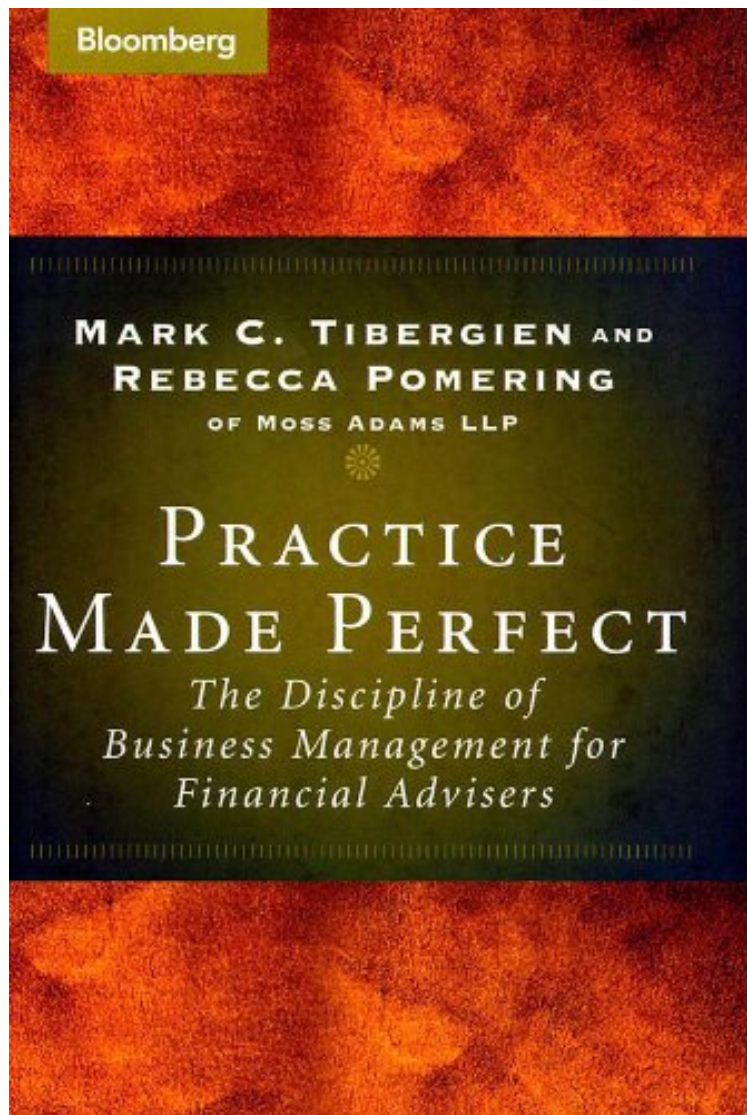


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## Practice Made Perfect: The Discipline of Business Management for Financial Advisers (Bloomberg Professional)

Mark C. Tibergien, Rebecca Pomeroy  
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**Mark C. Tibergien, Rebecca Pomeroy : Practice Made Perfect: The Discipline of Business Management for Financial Advisers (Bloomberg Professional)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Practice Made Perfect: The Discipline of Business Management for Financial Advisers (Bloomberg Professional):

3 of 3 people found the following review helpful. OutstandingBy Warland Griffith IIIOutstanding book. A must read

for anyone who wants a clear idea on how to organize and manage a financial planning practice. Most importantly, this book also explains the performance metrics that must be set up, how to read them, and the appropriate action needed to keep your practice on track. Warland Griffith III, CFPreg;7 of 7 people found the following review helpful. Insightful!By Rolf DobelliA well-engineered and reliable kitchen appliance, say a toaster oven or a blender, has a certain functional beauty, and so does this book. Authors Mark C. Tibergien and Rebecca Pomeroy specifically target and serve financial advisers who own consulting firms. Based on their decades of consulting experience, the authors offer sound advice designed to protect - or deliver - any small financial service firm from a fiscal crisis. In the course of doing so, they debunk several myths, such as the notion that you can simply sell your way out of poor financial performance, or that most small firms don't need to borrow to pay for their operations. With an appendix chock full of helpful tools, such as a cash-flow calculator, a sample financial statement and a practice-management assessment questionnaire, this is a useful book for any small consultancy. We strongly recommend this book to financial advisers who know the value of good advice.4 of 7 people found the following review helpful. Words of Wisdom from the MasterBy Derrick KinneyI have been a long-time fan of what Mark Tibergien preaches about practice management. So when I heard he and Rebecca Pomeroy were writing a book, I began to count down the days 'til I could get my hands on it. Let me tell you, even my expectations were exceeded. Do you remember the movie where someone said, "If you build it, they will come?" Well, if this buy this book, then new business is certain to come your way. Do yourself a favor and learn from the gurus of the financial planning world.

When financial advisers need guidance on running their business, they turn to Mark Tibergien, the most prominent, most respected authority and hands-on consultant on the science and practice of managing financial advisory firms. Together with Moss Adams colleague and principal Rebecca Pomeroy, they have combined their years of research and analysis to write the definitive book on the subject. The authors first identify how to assess the business and evaluate oneself as a manager. They then present strategic-thinking issues—such as practice models, business plans, and differentiators—in a Socratic style. This is followed by a detailed overview of critical topics, from financial management and human capital to IT and marketing—encompassing the management skills, approaches, and mindsets needed for success. With management tools, worksheets, and industry statistics, *Practice Made Perfect* is the authoritative book from the industry's expert.

"A wealth of useful information. . . . Whether you plan to grow, or maintain a small practice, the insights Tibergien and Pomeroy provide will give you the necessary tools to manage your practice more effectively." (MorningstarAdvisor.com) "We hired Mark in 2000 to take us through a planning process for Accredited Investors, Inc. Since that time, our assets under management have quintupled, our infrastructure and management systems have been refined, our priorities have been modified, and we are working with bigger and happier clients. We paid thousands of dollars for his work and received a benefit far beyond that. Now he and Rebecca have put many of their ideas into this book. It's a gift to the planning profession." —Ross Levin, CFP President, Accredited Investors, Inc. Author, *The Wealth Management Index* "This is the book a lot of practitioners have been waiting for. Mark and Rebecca are the foremost experts in this area, so expectations are high. They exceeded my expectations by a wide margin. *Practice Made Perfect* is loaded with practical items as well as meaningful insights that will surely help advisers become better businesspeople." —Dan Moisand, CFP Principal, Spraker, Fitzgerald, Tamayo Moisand, LLC "Mark Tibergien and Rebecca Pomeroy have served up a real treat in *Practice Made Perfect*. I've known them both for quite a while, as consultants to our firm and as two of the most respected commentators on our profession's business management. I thought I had heard it all. Not so. Mark and Rebecca offer many new and important insights. Everybody in this business needs to read this book." —Tim Kochis, JD, MBA, CFP CEO, Kochis Fitz Wealth Management Author, *Managing Concentrated Stock Wealth* "Most financial planners, including myself, start a practice because we love the work. It doesn't take long to recognize that if we want to be successful long-term, we have to build a business. Building a business is what *Practice Made Perfect* is all about. This book is not a "how to start" a practice. Rather, it is a guide to taking your practice from where it is today to where you want it to be tomorrow. A must-read for practitioners who are serious about our profession." —Elaine E. Bedel, CFP President, Bedel Financial Consulting, Inc. "Mark and Rebecca are a dynamic duo—they are bright, insightful, and able to get right to the heart of what is important in managing and growing a financial-advisory business. *Practice Made Perfect* is full of practical advice and ideas that every serious financial adviser should know to manage their business. Their continued advice and this book are priceless." —Greg Sullivan, CPA, CFP President, Sullivan, Bruyette, Speros Blayney, Inc. "Practice Made Perfect is outstanding. Mark Tibergien and Rebecca Pomeroy have captured the key strategic-planning issues for financial advisers who are serious about making money with their practices. The ideas offered in this book are worth many times the cover price." —John J. Bowen Jr. Founder and CEO, CEG Worldwide, LLC About the Author Mark C. Tibergien was chairman of the Securities and Insurance Niche and a principal at Seattle-based Moss Adams LLP, the twelfth-largest accounting firm in the United States. Accounting Today has recognized Tibergien among its "100 Most Influential People" in the accounting

profession, as well as "One of the 10 People to Know in Financial Planning." He writes a monthly column for Investment Advisor magazine and is coauthor of *How to Value, Buy, or Sell a Financial-Advisory Practice*. Tibergien is now CEO of Pershing Advisor Solutions. Rebecca Pomeroy is a principal with Moss Adams LLP, specializing in strategic-planning and compensation consulting to the financial-advisory industry. She is a certified senior professional of human resources and the head of Moss Adams's compensation consulting and benchmarking practice.