



## **Chief Operating Officer Center ("COO Center") Supported by Investment Business Advisors, LLC**

Providing “Best Practice” Advice to Alternative Firm CEOs, CIOs, COOs, CFOs and Functional Heads

### **Succession Planning, Development and Training Programs & Career Paths**

#### **Firm & Function Leadership**

#### **Investment Professionals**

- Portfolio Managers
- Research
- Risk Managers
- Traders

#### **Investment Business Professionals**

- Legal
- Compliance
- Technology
- Marketing & Client Service
- Finance
- Human Resources, etc.

#### **Assuring Integrity & Effectiveness of Succession Planning and Career Paths for:**

- Investment Functions Across Geographic Locations and Multiple Time Zones
- Investment Business Support Functions Across Geographic Locations and Multiple Time Zones

**Note:** Directly Link Succession Planning and Career Paths to Workflow “Business Process Mapping” and “Process Excellence “PEX” Initiatives (See “Transparency” Section)

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