



Robbinex[®] has assisted owners of mid-sized companies with business transitions since 1974.

The Robbinex[®] COSATA[®] Process was developed and ISO 9001-2015 registered to help business owners understand and analyze alternatives to selling and facilitate in executing the most appropriate one.

We have completed more than 1,000 assignments relating to M&A, valuations, next generation transfers, partnership resolutions, refinancing and other consulting activities.

Exclusive Canadian member of M&A Worldwide (a leading mid-market M&A network with offices in over 30 countries) and members of several M&A organizations including IBBA, M&A Source, AM&AA in North America, with access to "feet on the ground" in most major cities.

Robbinex[®] has over 45 years of "Experience creating opportunities."[®]

Our Mission Statement:

To assist clients, who are considering transition, to make...

- ...the **right** decision
- ...at the **right** time
- ...for the **right** reasons™

By providing experience-based knowledge.



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TAIS

The Attentional and
Interpersonal Style
Inventory



TAIS (The Attentional and Interpersonal Style Inventory) is a psychometric, self-reporting assessment tool that is used to assess the operating and performance style of any given individual or group. First rate assessment testing can very accurately predict the likelihood of success of a current or future owner/manager. It will also allow you to identify, with a high degree of probability, when an individual does not have the required characteristics to succeed as an owner/operator of a business, regardless of coaching or various types of interventions. For those in which coaching would be of assistance, data produced by the TAIS can be exceptionally valuable in determining the steps that will be most helpful in overcoming potential performance issues.

Why use TAIS? If you are a parent thinking of a next generation transition, or the owner of a business considering selling to key employees, you have a lot riding on whether the individual(s) you have in mind have the attributes necessary to successfully own and run a business. You may well need to understand their performance dynamics. Performance pressure and the normal stresses of operating a business, regardless of size, has the ability to change the way we concentrate, make decisions, and interact with others. TAIS, developed by one of the top ten psychologists in the world, is remarkably accurate in providing key performance capability information in order to make educated and comprehensive go-forward decisions about the business and the people in it.

Where does TAIS come from?

TAIS was first introduced in 1976 by Dr. Robert M. Nideffer, Ph.D. He initially developed the tool for a wide variety of audiences and settings in which high-level performance is crucial to success. The world of Olympic and professional sports were quick to recognize the value of the tool and implement into their selection and training regimens. The business sector and the military quickly followed. Today, TAIS is used on six continents, in multiple disciplines and situations and at all levels throughout business, sports and the military. It has been “upgraded” several times since its initial inception and remains as valid and reliable today as it did more than forty years ago, when it was first introduced.

How can TAIS help you?

Robbinex specializes in helping owners of mid-size businesses evaluate, market, and prepare their businesses for sale or transition. Many times the business uses one of the 14 alternatives to selling such as a next generation transfer. TAIS is used to understand the performance dynamics of:

Members of the family who are or who might become involved in the ownership and/or management of the business

The ideal partner and/or manager to bring onboard to support the organization’s vision

Those possible new leaders who can replace old leaders when they leave or retire as part of succession management

The teams that are at play within the organizations. As we know successful teams need the right people in the right place in order to get the job done.

What is involved in the TAIS?

TAIS is an online self-assessment of 144 questions. Each person receives a detailed 25-page report which explains TAIS findings. The results of the assessment are discussed, in a supportive manner, during a “feedback” interview with a Robbinex consultant. Designed to assess the accuracy of the results the discussion will include, amongst many other topics, the implications relative to any given individual’s suitability for business management and ownership. Once the results have been discussed, the consultant will provide a written Executive Summary, focusing on the key findings of the evaluation to the business owner.

With the data provided by the process, the business owner will be in a better position to make the right decision regarding transitioning to the next generation.