MEET THE COACHES

ERIC SHEIKOWITZ

MANAGING DIRECTOR, FLX NETWORKS

CO-HEAD OF FOCUS PARTNERS

Eric is a dynamic, in-demand speaker, coach and consultant with over 26 years experience in sales and marketing and for over 16 years he has been coaching and consulting with some of the top Financial Advisors and Teams in the industry. He began his career in banking, servicing high net worth individuals and clients. Prior to starting Focus Partners, he was a Director and Manager for a Big Four Audit and Advisory firm, focusing on marketing/sales and service. His tactical, laser focused approach enables him to help advisors and teams in all areas of the practice, including: client acquisition, marketing, practice management, team development and client service.

Eric holds a bachelor's degree from the University of Rhode Island, a Master's Degree from Long Island University and has received coach training from one of the leaders of the modern coaching movement. He is a regular contributor to Barron's, Advisor Hub and other industry publications and is a regular presenter at national conferences for Barron's and IMCA.

MICHAEL SILVER

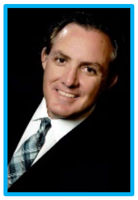
MANAGING DIRECTOR, FLX NETWORKS

CO-HEAD OF FOCUS PARTNERS

Michael is a speaker, coach and consultant who has worked with financial services firms and financial professionals (solo producers and advisor teams) for the past 29 years. He focuses his coaching and consulting engagements on many areas, including client acquisition, marketing, practice management, team development and client service. Michael was a financial advisor with Prudential Securities, Wachovia Securities and Ryan Beck, where he learned first-hand the power of creative networking, qualified introductions, and relationship management.

Michael received a Bachelor of Science degree in Finance from Ithaca College and has his Certification in Organizational and Executive Coaching from New York University. He is a regular contributor to Barron's, Advisor Hub and other industry publications and is a regular presenter at national conferences for Barron's and IMCA. Along with his family, Michael is passionate about raising money for pediatric cancers and families in need with sick children.

MEET THE COACHES



RANDY KENT

ADVISOR COACH

Randy has been a seasoned advisor coach since 2003 and excels in addressing challenges faced by financial advisors, managers, and teams. With his coaching expertise, he motivates, holds advisors accountable, and uncovers dormant talents, resulting in increased AUM, new relationships, improved client retention, and enhanced team dynamics.

Randy holds a BBA in Marketing from the University of Georgia and has studied at The Creative Circus, a leading post-graduate advertising school. He resides in the Atlanta metropolitan area with his wife, Rita, and enjoys playing guitar, collecting records, and hiking. Randy is an active member of the Appalachian Trail Conservancy and the UGA Alumni Association.

JOY TORNILLO

ADVISOR COACH

Joy has been working as a coach in the financial services industry since 1997.   She has worked with thousands of financial advisors and teams, at major firms, regional firms, and RIAs, ranging from trainees up to $20 million in production. She specializes in business development and marketing and particularly enjoys the complexities and personal dynamics of working with and structuring teams. Joy's background in Psychology and training as an attorney lends itself to identifying and developing specific action steps and procedures to help keep her clients focused and accountable. Over the years Joy has also worked at the Branch level on strategic planning including recruiting.

Joy has a Bachelor of Arts degrees in Psychology & Family Studies from St. Olaf College and a Juris Doctorate from Drake University Law School in Des Moines, Iowa. Originally from Minnesota, Joy and her husband live in a suburb of Atlanta, Georgia.

MEET THE COACHES

DAVID LEO

ADVISOR COACH

David is a seasoned business practice management coach with over 20 years of experience assisting Financial Advisors. He is the author of "The Financial Advisor's Success Manual" and has a deep understanding of the Financial Services Industry from his diverse background in Sales, Marketing, and Business Process Reengineering. With a 30-year career at IBM and seven years at UBS/PaineWebber, David has a proven track record in driving productivity growth for Financial Advisors.

He holds certifications as an IBM Certified Professional and a graduate of the Laser Coaching program accredited by the International Coaching Federation (ICF).

David holds a bachelor's degree in commerce and engineering from Drexel University and an MBA from New York University. In his leisure time, he enjoys reading business books, traveling with his spouse, and cherishing moments with his three adult sons and six grandchildren.

STEVE LONG

ADVISOR COACH

Steve joined Focus Partners as a Senior Coach and Consultant in March 2022. He brings over four decades of experience in financial services and has worked successfully across multiples distribution channels. He was the Senior Sales Leader at Pioneer Funds in Boston, the Wire Regional Channel Sales Leader at Delaware Investments and Lincoln Financial Distributors and the Managing Director of Delaware Capital Management. He also led sales teams at Prudential Annuities and Touchstone Investments. Over the years he has worked with individual advisors and teams of advisors to help them improve their organizations and grow their practices.

Steve holds a bachelor's degree in education from Kutztown University and has attended leadership workshops at Harvard, MIT, and the University of Pennsylvania. Steve and his wife Dr. Pamela Wight reside in the Philadelphia area and have five adult children and four grandchildren. He enjoys music, reading, golf, tennis, and family time.

MEET THE COACHES

MICHAEL NOVIN

ADVISOR COACH

Michael is a highly experienced executive coach, financial industry expert, and successful business owner with over 25 years of experience. He specializes in refining leadership skills, amplifying executive presence, and maximizing impact for senior-level professionals. With a profound understanding of the Financial Service Sector, Michael helps brokers manage their books to achieve exponential growth and increased ROI. As a successful business owner himself, he offers unique insights into the needs of entrepreneurs.

Michael's expertise, experience, and track record of success make him a sought-after advisor and mentor for individuals and organizations aiming to achieve their goals and reach their full potential.

JOEL SOREN

ADVISOR COACH

Joel is a highly experienced senior coach and consultant with over 50 years of expertise in the financial industry. Throughout his career, he has held various roles, including financial advisor, sales manager, branch manager, and head of Training and Development for renowned firms like Drexel Burnham Lambert. For the past 25 years, Joel has been dedicated to the development of financial advisors, helping them achieve enhanced productivity, client acquisition, team development, and practice management.

With a bachelor's and master's degree from Long Island University, Joel is a respected presenter at financial events, offering valuable insights to industry professionals. His extensive experience and expertise make him a sought-after resource for financial advisors looking to excel in their careers.

LARRY HAYES

ADVISOR COACH

Larry is an experienced coach and trainer with over 30 years of expertise in personal and professional growth. He holds the credential of Certified Professional Coach and has trained with renowned experts in the field. Larry has worked with leaders, executives, and top-performing Financial Advisors in the US and Europe, with notable positions at Merrill Lynch and UBS. He is a proud graduate of The Ohio State University and enjoys music as a singer, organist, and pianist.