

Endorsements:

The release of *Leading an Accounting Firm* is very timely as firms face major succession issues brought about by demographic change. Leadership of professional service firms requires the development of broad based leadership and strategic skills. Troy's "Pyramid of Success" approach to this topic is masterful.

David E. Katri, President and CEO
Clark Nuber P.S.

"The perspective and insight brought to light through Troy's skillful interpretation of invaluable case studies from some great leaders makes "*Leading an Accounting Firm*" a seminal work that will serve as a guiding light to firm leaders for years to come. Thank you Troy, for this great contribution to our profession."

Rick Solomon, CPA
RanOne

"Finally, there is a book on leadership that can apply to an accounting firm. We will include this great book in our leadership curriculum."

William R. Hagaman, Jr., CPA
Managing Partner, CEO
WithumSmith+Brown, PC

"A great hands-on book for current and future professional services firm leaders. Troy Waugh shares with his readers a wealth of information and knowledge about authentic leadership through interviews with more than 40 professional service firm leaders."

August Aquila, CEO
AQUILA Global Advisors, LLC

"Our firm has consulted with Troy and The Rainmaker Consulting Group ever since I became managing partner of our firm over ten years ago. Troy's knowledge has resulted in the development of many of our leaders and future leaders throughout the firm. This book captures many of those same concepts and will be a resource for all of us who are involved in firm leadership."

Don Pellillo, Managing Partner,
Brown, Edwards & Company, LLP

I know Your book, *Leading an Accounting Firm*, *The Pyramid of Success* will be successful as I found myself drawn in and wanting to read more.

Your book makes a compelling case for why leadership matters and makes an articulate analysis of Leading vs. Managing. The section on self-leadership should be required reading for every new manager and partner.....it is clear why it is the foundation to your leadership pyramid.

Ralph Garcia, Managing Partner
Pender Newkirk & Company

“Troy’s obvious knowledge of the accounting profession, combined with the input from seasoned leaders, makes this book a must read for anyone looking to enhance performance. It really drives home the vast difference between leadership and management. I have long been a believer that running an accounting firm is like coaching a team and the “Pyramid of Success” is right on point.”

Jim Sikich, CEO
Sikich, LLP

“Using the simple power of the pyramid, Troy Waugh weaves in his decades of leadership experience, powerful insight, and stories from the trenches to help any current or future leader be better at what they do. Real life examples paint a valuable mosaic of what successful firm leaders are doing – today - to meet the ever-changing challenges of the profession. This book is a must for any serious career professional’s library. “

Michael T. Platt
The Platt Consulting Group, LLC
Publisher of *INSIDE Public Accounting*

“It is no longer enough to be just a producer in a CPA firm. In order to be effective, you must also learn to lead. Troy has put together some excellent insights into what that means, beginning with self-leadership and continuing with staff, strategy, systems and synergy. We all need to be thinking about the future and making ourselves better every day. This book provides a roadmap to do exactly that. Great job Troy!”

Lewis O. Hall, Managing Principal
Keiter Stephens

“Troy has aggregated knowledge from the best in the profession and organized it in an understandable and practical format. It will make you *think*, help you *plan* and *grow* your firm.”

L. Gary Boomer, CPA.CITP
Boomer Consulting, Inc.

“Being able to inspire, influence and create a thriving Firm culture is a true leader’s role. Troy’s book touches on all aspects of becoming such a leader. It’s a great read!”

Ned F. Sheffield, CPA
Managing Principal
JACKSON THORNTON

