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ANDERSEN ALUMNI™

Straight Thoughts, Straight Talk

"Serving Andersen Alumni Worldwide"

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Editorial

Happy New Year from Andersen Alumni! The holidays are behind us and it seems most of the United States is experiencing the first Artic blast of the winter. The only plunge lower than temperatures is the plunge in oil prices.

Will 2015 really be the economic breakout year we have been waiting for since 2008? The latest economic data was very robust at 5% GDP and the lower oil prices should continue to fuel the growth in consumer spending. As I write this, the stock market is coming over several very bad days due to the sharp decrease in oil. The disconnect, between Main Street and Wall Street, never ceases to amaze me but that is an editorial for another day.

Andersen Tax is a great story concerning the power of the Andersen name and brand. Check out the update on their progress as they continue to expand around the world leveraging the Andersen network.

I hope you take the time to read the articles in this quarter's newsletter. I think all of us will learn something from the various social media articles and the interesting checklists to help evaluate your social media presence in the marketplace. Social media is the most cost effective way for you to project your accomplishments and professional skills to a very targeted market.

If you would like to contribute a piece for a future newsletter, just let us know at admin@andersenalumni.com. We are always eager to publish articles that leverage our heritage and challenge or ways of thinking.

As always, we need your help to further strengthen and maintain our Andersen Alumni network. Please leverage our Social Media Presence and LIKE our Facebook page and JOIN our LinkedIn network, and lastly you can FOLLOW us on LinkedIn as well.

Sincerely,
Kirk Hancock
Editor

Andersen Expansion…

By Mark L. Vorsatz, *Andersen Alumnus and Managing Director Andersen Tax*

The last few months have been exciting with the name change and the related implications. However, we had quite a bit of activity in process before the name change as part of our expansion in order to provide high quality client solutions outside the US.

In the past 18 months, we have expanded outside the US as follows:

- Paris
- Switzerland (3 locations)
- Netherlands (3 locations)
- Italy (4 locations)
- Moscow
- Poland (2 locations)
- Germany (Dusseldorf)
- Luxembourg

We have added 16 locations outside the US in the last 18 months. All of this was in process before we launched the Andersen name.

Since September 2, we have been contacted by about 88 firms outside the US who would like to explore a relationship.

Current conversations that are ongoing include the following:

- Vienna
- Munich
- Argentina
- Brazil
- India
- UK
- Mexico
- Norway
- Sweden
- Guatemala
- El Salvador

We have also had contacts or discussions with firms in at least 20 other countries. We are trying to prioritize and identify markets that provide us with logical expansion in both a strategic and contiguous fashion.

Many of these groups consist of independent firms comprised of former Andersen colleagues. For example, 7 of the 8 partners in Poland had previously worked at Andersen and all of the 8 partners in Germany and Luxembourg had worked at Andersen previously.

While we did not have a monopoly on either quality or culture, there is an immediate connection with most of our former Andersen colleagues. It often starts with conversations and experiences about St. Charles (by the way, we have entered into a 5 year contract to use the training facility for our internal training) and the cultural bonds that were developed as part of those experiences.

The response to the re-launch of the name has been overwhelming and we look forward to an exciting 2015.

Stay tuned for the updates!!!!

Are You Listening?

By Ed Maier, *Former Andersen Partner*

I hope all of you had a wonderful Christmas season and are starting off on a Happy and Healthy New Year!

Of course, with the New Year, many of us engage in the practice of setting resolutions to help us improve, be better persons, or whatever during the coming year. As I observed our young grandson handling his load of Christmas presents this year, as he dismantled the delicate wrapping efforts of his parents, grandparents, aunts and uncles, I noted something interesting about his listening skills. When a new gift was unexciting or mundane in his mind, he was eagerly on to the next present. He would respond to adult questions about whether or not he enjoyed the gift—even though it might have been a pair of socks or pajamas—with a quick “yes”. That’s the automatic default answer for a gift that has no meaning to him. Then there are the gifts which are curious to him—the toy or the game that he does not know its purpose. With those he is inquisitive. He asks what it is, or what it is for and he listens as you explain it to him. He pays attention to what you are saying. The third category of gift is the one that excites him. He immediately knows what it is--often what movie or TV character is represented in it. He studies it eagerly and when you ask him direct questions about it, you are met with resounding silence. It’s the “don’t bother me” mode; it reflects his lack of interest in what you want because he is totally wrapped up in his own little world at the moment. This is also often his listening mode when an adult is in his territory and tells or asks him to change a behavior. Although you are less than five feet from him, and he has the average hearing of any active four and a half-year old, it’s like he is on another planet. It doesn’t surprise me that he is developing listening skills at his age that are very frequently demonstrated by the adults around him.

Think about these similarities to our own lives:

- How often in a business or personal mode do you quickly respond to the question of another, either by cutting them off in half-sentence or responding sharply in a way that says “I am not really interested in your question. Let’s move on to the next item of importance to me”?

- How frequently do you get so wrapped up in your own thinking or activities such that communications from others seem to fall on your deaf ears? Whether you hear the question or not, how often do you act like you are not hearing the other person and continue to do what you are doing?

- How often do you respond directly to the comment or question of another by showing you are interested in what they are saying or asking? How frequently do you enter into a dialogue which demonstrates you are listening to their point of view and actually have an interest in what they are saying?

As you plan your own personal or professional development for the next year, I recommend you reflect on how you listen and consider some of the following ideas on how to improve your listening skills, how to be a more active listener.

Think about your body language. Does your seated or standing posture tell the other person that you are actively engaged in the conversation? Or, do you slouch in your seat or slump in your stance and telegraph to the other that their words are not all that important to you? Very recently I had an experience in which I interviewed an executive about a very specific topic. In this case, she had some very strong points of view related to the matter at hand. I thought I asked good questions and showed interest in her responses. However, after the interview I was given feedback that the executive thought

I did not really seem interested in her point of view—that I had already made up my mind about the resolution of the topic at hand and that I was just paying lip service to her position on the matter. Nothing could be further from the truth, but when I thought about some of the things I did during the interview I had to admit that my posture and body language might have created that impression.

Your eyes have it. Where are your eyes in the conversation? Are you focused on the person who is speaking with you or are you looking around the room, or sweeping the floor for foreign particles? Even if you are looking at the person, are you looking at their feet, or their hands rather than looking them in the eye? This one came home to roost to me a number of years ago. I was a young partner in our firm. I attended a networking reception with a number of my partners from around the firm, many who I had not met. Several were in significant leadership roles within the organization. I wanted to make sure I had the opportunity to speak individually with each of them. In all honesty, I was probably a little too eager to try and "show myself off." I happened to be in a conversation with one of the other partners in my office. He was not my immediate boss, but in the hierarchy, he was slightly ahead of me in "rank". Just after we broke off our conversation to mingle with some of the others, he took me aside and said: "Ed, if you ever talk with me again and I see that your eyes are roaming the room to see who else is in the audience, and you are not giving me your full attention, our discussion will end abruptly and we won't have many in the future." Needless to say, I was taken aback by what he said. But in being honest with myself, I also recognized that he was right. Ever since that time I have redoubled my efforts to give appropriate attention to the person with whom I am speaking.

Non-verbals can tip off your lack of listening. In addition to your body language and eye movement, recognize that there are other non-verbal habits that indicate whether or not you are really listening to a person. These include facial expressions, hand and arm gestures, squirming around in your chair, tone of voice and how fast or slowly you are speaking. You also frustrate the other person when you interrupt them in mid-sentence or jump ahead and end their sentences for them.

One more thought on non-verbals is to pay attention to those exhibited by the person with whom you are speaking. Some suggest discomfort with the topic being discussed and require more probing questions on your part. Others indicate the time for the conversation is over. Others will show that the person to whom you are listening feels that you are grasping the essence of their comments.

Repeating, reflecting or reframing. By repeating or reflecting on the statements made by the other person, you show them that you are attentively listening to their points. For example, assume the other person says: "We cannot seem to get a handle on the drop in production we have had in our Cuyahoga plant in the last two months." You might say: "As I understand it, over the past couple of months you have had a drop in production in Cuyahoga. You have tried to analyze the drop but so far have been unsuccessful in determining the cause." Or the other person might say: "We are pretty pleased with our sales increase in the past month – it was up over 11%". And you say: "Yes, our initial analysis pegged your increase at 11.3%." These are great techniques to help you clarify what the other person is saying. They also demonstrate that you are listening attentively.

Distractions and interruptions. In another interview scenario, I was conducting an interview over the telephone. I could hear constant clacking in the background. It sounded like the person on the other end was working at a keyboard while I was doing the interview. I not-so-subtly mentioned that I heard a clacking noise in the background and that there might be some interference on the phone. I asked whether or not I should switch from my cell phone to a land line. The person I was speaking to somewhat sheepishly acknowledged that when he picked up my call he was finishing an important report that he had to get to his boss. He just needed a few more minutes to do so. I told him: "No problem. I will call you back in ten minutes so that you can concentrate 100% on your report and your attention is not deflected by my questions." He appreciated my concern for his situation and ten minutes later I had his full attention and we had a very good conversation.

I have been told by research scientists, and I have read data from some others, that the human brain does not "multitask". So I will always insist that you while are working at your computer or Googling on your cell phone or texting a message, you cannot be fully engaged in a conversation with another.

Seek to understand. In his landmark book, The 7 Habits of Highly Effective People, Stephen Covey's fifth habit is "Seek first to understand, then to be understood." This is a great thought to remember when exercising your listening skills. Your primary role as a good listener is to understand the facts presented by the other party, the assumptions that they have made in drawing their conclusions about those facts and the emotions or feelings they have about the issues emanating from those fact and emotions. Follow Stephen Covey's guidance in this regard and you will be a good listener.

Ask good questions. Yes, questioning can be a good listening skill. It's simple. Ask the right kind of questions during the course of a conversation and you stimulate the thinking of the other party. Your questions help them generate additional thoughts to clarify their communication.

Most of you know the difference between open-ended and closed-ended questions. Often our communications training only encourages us to focus on open-ended questions (e.g., "Why don't you describe your customer service process?" or "What are some of the delivery problems you have been having?"). I agree that these are the best questions to stimulate the thought processes of others. But don't forget to ask good closed-ended questions when you wish to affirm or confirm a particular point that the other party has made. For example, assume you are speaking to a customer who says: "Your materials must arrive at our factory by Friday, June 14 in order for us to meet our production deadlines." You might simply state: "Let me make sure I understand. Friday, June 14, is a "must-deliver-by" date for us, otherwise you will not make your deadlines – correct?" If you ask a good closed-ended question at the proper time, you validate their point and clarify that you heard it.

Take great notes. One of my biggest listening faults is that I trust too much to memory (This from a person who has difficulty remembering the title of the last movie he saw). I encourage you to take good notes in your significant conversations. When you open the conversation, let the other person know you plan to take notes; ask their approval to do so. Of course, if you meet with someone regularly, as I do in my executive coaching practice, it may only be necessary to mention note-taking in the first meeting.

Another caution about note-taking relates back to my earlier comments about non-verbals. Be careful that you do not use inappropriate body language, sighs, mumblings or other noises or nervous reactions that create negative vibrations when you are taking notes.

This may not be an exhaustive list of all of the skills you can employ if you wish to be a good listener or a better listener. But I feel strongly that if you work on strengthening these listening skills, you will be a better worker, boss, partner, parent, son or daughter, or spouse. You will be a better person.

As always, I am interested in your thoughts on this subject. Feel free to write me at ed@thinkstraighttalkstraight.com.

Good luck and good listening!

Use This Free LinkedIn Assessment to Make 2015 Your Best Year Ever

By Wayne Breitbarth, *Andersen Alumnus*

Are you ready to make 2015 the best year ever? LinkedIn to the rescue!

I've developed a quick and easy 20-question quiz to help you assess whether you are positioned to kill it with LinkedIn. In less than five minutes, you can add up your score and know just what you need to do to make 2015 the best year ever.

If you need more extensive help in any areas, I've included links so you can cash in on all the knowledge I've gained over the past six years as I've helped everyone from individuals to Fortune 500 companies use LinkedIn for maximum success.

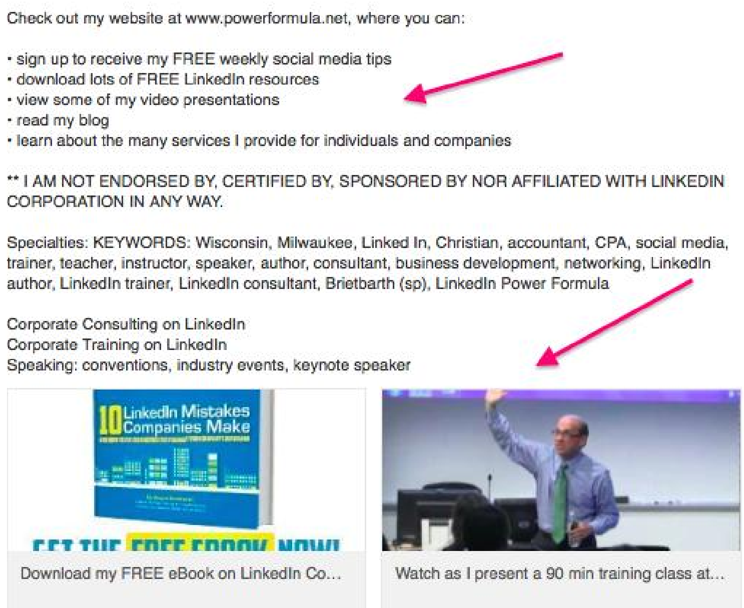
Your LinkedIn Profile

1. Is your profile photo a recent, high-quality headshot? [score 5 points]

2. Have you optimized your Headline by using most or all of the 120 available characters and including your most important keywords? [5 points]

3. How clearly does your [profile Summary](#) explain what you've accomplished, what you currently do, and the types of people you would like to meet and connect with?
No Summary = 0 points
Somewhat (1 short paragraph, mostly historical info) = 3 points
Pretty good (1-3 paragraphs, current business highlighted) = 5 points
Excellent (close to 2,000 characters, keywords, clear explanation of what you've accomplished, what you do, and who you would like to meet) = 10 points

4. Does your profile include at least one clear call to action? [5 points]



5. Have you included videos, slide shows, audio, or documents on your profile? [5 points]

6. Does your current job title entry include your most important keywords? [5 points]

7. Have you included your preferred contact information on your profile? [3 points]

8. How many [recommendations](#) do you have for your current job entry?
0 = 0 points
1 = 2 points
2-5 = 3 points
5-9 = 4 points
10+ = 5 points

Your LinkedIn Network

9. How many 1st level connections do you have?
0-200 = 0 points
201-500 = 10 points
500+ = 20 points

10. Have you clearly identified your LinkedIn connection strategy (what kind of people you want to connect with and how you're going to find them) [10 points]

11. In an average week, how many people are you inviting to join your network?
0 = 0 points
1-5 = 5 points
5+ = 10 points

12. When someone in your target audience sends you an invitation to connect on LinkedIn, do you send a thank you note that includes information about how you could help him/her? [5 points]

Your LinkedIn Groups

13. How many groups are you in?
0-10 = 0 points
11-30 = 3 points
31-48 = 4 points
49-50 = 5 points

14. In an average month, do you get involved in or post a discussion in at least one LinkedIn group? [5 points]

Your LinkedIn Activities

15. In an average week, how often do you post an individual status update?
0 = 0 points
1-5 = 5 points
6-9 = 7 points
10+ = 10 points

16. In an average week, are you sharing, "liking" or commenting on at least three status updates from people in your network? [7 points]

17. Have you saved at least one Advanced People Search? [10 points]

18. When people in your target audience show up on your "Who's Viewed Your Profile?" list, how often do you send them a message or an invitation to connect?
Never = 0 points

Sometimes = 2 points
Frequently = 3 points
Without fail = 5 points

19. At least monthly, are you publishing a long-form article on your profile? [10 points]

20. In an average week, how many hours are you spending on LinkedIn?
Under 1 = 0 points
1-2 = 3 points
2-3 = 5 points
3-5 = 7 points
5-8 = 8 points
8+ = 10 points

What's Your Final Score?

0-50 You probably either just joined LinkedIn or haven't spent much time exploring how the site works. Get off on the right foot by picking up a copy of my book and concentrating on Chapter 19, *Ready…Set…Go! A Six-Week, Two-Hour-per-Week Road Map to Results*.

51-80 Way to go! You've built your foundation for LinkedIn success. The best thing to do now

is improve any parts of your profile where you didn't score well and routinely spend some purposeful, consistent time on any activities where you missed the mark.

In the quiz you'll find links to helpful articles and resources that will assist you.

81-110 You are in the upper echelon of LinkedIn users. You obviously understand the power of the site and routinely spend purposeful time doing many of the things that will lead to results. Focus on zeroing in on your target audience and making strategic changes in your profile.

111-150 Congratulations. You're in “thin air" in the LinkedIn world. You've mastered this challenging site and probably wouldn't want to go to work without it. You may have even upgraded to a premium membership. I assume you're seeing quantifiable results and have many success stories to share with coworkers and friends. If you fine tune your strategies by focusing on the questions above where you had less than a perfect score, you should see a steady improvement in your results.

Let LinkedIn help you make 2015 your best year ever. And don't forget to pay it forward by sharing your LinkedIn knowledge to positively affect your company, family, friends, and your favorite nonprofit organization.

Wayne Breitbarth, an Andersen Alumnus, is a Social Media Trainer Speaker, Consultant and Author of “THE POWER FORMULA FOR LINKEDIN SUCCESS” He can be reached at wayne@powerformula.net

Stage Coach Journey

By John Blumberg, *Andersen Alumnus*

A friend of mine used to quote her grandfather as saying, "*Nothing truly great happens quickly*." It's insightful wisdom that has stayed with me for over two decades. It may also explain why most stop short or settle for less.

In a world of rapid change and an obsession for the short-term, this quote seems to run counter-cultural. When you combine this with the desire for immediate answers or "silver bullet" solutions, the essence of both patience and persistence get thrown out the window.

And so does the possibility of greatness.

I have found this particularly true when it comes to one's exploration of their core values ... whether it's a group of leaders exploring an organization's core values or an individual discovering their own. This process of discovery is, in fact, a trying exploration.

It's more like taking a stage coach, rather than a jet, to your destination.

When challenged to name our core values, many find it unsettling to simply start with a blank sheet of paper. Initially grasping for words and concepts can seem daunting. Most would prefer to be given a list of 30 words and pick a few that seem to resonate. I get that and can easily fall into the same desire to want to make it quick and easy.

But quick rarely leads to what is great ... and almost never to what is true.

The discovery of our core is a bit of a wrestling match. It can get sloppy and confusing long before it ever gets clear and concise. The wrestling, sloppiness and confusion are what define the nature of our stage coach journey.

In a world focused on efficiencies, one might rightfully ask ... *when a jet is available to get you to the destination, why in the world would you ever take a stage coach*? It's a really good question ... if greatness is defined by arriving at the destination. In discovering our core, greatness is created along the trail. The trail can be rough and sometimes the stage coach gets stuck. And so we are forced to stop. In defining our core, I always recommend frequent stops along the trail. Work on it a while and put it away. Work on it some more and put it away. Eventually you arrive at a "version 1.0" and you set-up camp for a while and try it out and then you find yourself working on it some more.

The conditions of the trail and the weather along the way are constantly changing as we slowly begin to discover what is stable within us.

When something is "easy" we tend to simply "use" it.

Yet, we ultimately "own" what we fully experience. The discovery of our core values is an experience to be owned. And core values only become valuable when we fully own them.

It's the wrestling match along the journey of the stage coach ride that's the price of ownership. Picking a few words, that resonate from a list of 30 options, is like renting. No matter how many rent payments you make, you never own anything.

The stage coach journey demands patience and persistence.

Patience and persistence pays the mortgage. When we realize the journey to the core can be a rough ride ... and that getting stuck, confused and wanting to give-up many times along the way ... is a normal part of the experience. In finding the will to keep going, we ultimately arrive at our core.

It doesn't happen quickly. Which is precisely why it can lead to greatness!

John Blumberg is an Andersen Alumni and a full-time professional speaker and author who speaks with organizations who want to strengthen their core values and turn their people into better leaders. You can learn more about John at www.keynoteconcepts.com

Relationships are Key When Using An Executive Search Firm

By J. James O'Malley, *Former Andersen National Director of Experience Recruiting*

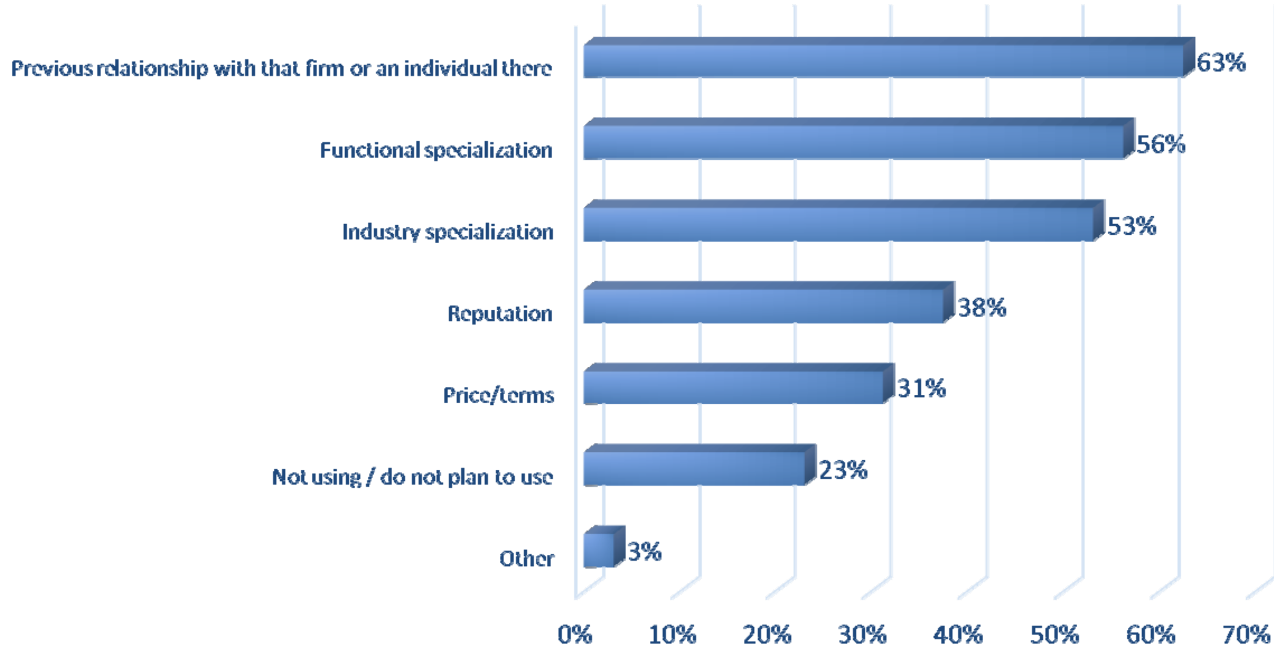
Realtors may own the mantra “location, location, location”, but when it comes to selecting an executive search firm, HR leaders and line managers live by the words “relationship, relationship, relationship.”

That comes through, loud and clear, in the latest TalentRISE 2014 Recruiting Innovations and Best Practices Survey. Conducted with technical assistance from the Illinois Institute of Technology, the survey shows that the top reason organizations select one executive search firm over another is a prior relationship with an individual at that firm.

Why are relationships so critical? Simply put, it's a matter of trust. When contracting with an executive search firm, an organization places an inordinate amount of trust in that firm’s ability to ‘read’ their needs. As executive search professionals, we also must act with integrity and in a professional and confidential manner as an extension of our client’s company. Finally, our clients count on us to offer all the top contenders for positions - whether that person is actually offered the position or not - an exceptional candidate experience. That is why a relationship based on trust is so critical in our industry and in the world of consulting at large, where reputation matters.

See the chart below for how respondents to our survey ranked the criteria companies use when selecting an executive search firm.

If you are using an executive search firm currently, or plan to engage one in the immediate future, what is most important to you in selecting that vendor? (Note: Values represent the percentage of respondents that selected a particular option)



Go here to download [link to http://talentrise.com/wp-content/uploads/2014/12/Executive-Summary-TalentRISE-2014-Recruiting-Innovations-and-Best-Practices-Survey.pdf] The Executive Summary of the survey results. The study focused on four areas of recruitment, including: (1) current trends with regard to planning, strategy, and tracking metrics, (2) technology/tools (3) recruitment processes and (4) practices utilized with regard to the people who are a part of the recruiting function.

J. James O'Malley is Partner, Executive Search & Workforce Planning Practice Leader at talentRISE. Jim has over 25 years of experience in developing HR and talent acquisition solutions t or global consulting firms (including Huron Consulting Group and Arthur Andersen), to ensure that leadership talent aligns with changing business needs. Jim joined talentRISE in 2012 to address our clients' executive leadership challenges by leveraging his passions for strategic workforce planning/analytics, executive talent search and executive coaching. Jim's most recent role was as senior vice president in the human resource function of Fifth Third Bancorp where he was charged with building the infrastructure to support the organization's strategic workforce planning needs while attracting, retaining and recruiting a differentiated workforce at the executive level. Prior to joining Fifth Third, Jim served for five years as Managing Director and leader of the talent acquisition function for Huron Consulting Group, a global professional services consultancy. He can be reached at jimomalley@talentrise.com.

What Every CFO Needs to Know About Information and Network Security, Security: Not Just for IT Anymore! How CFOs Play an Active Role in Security (Part 2 of a 3 part series)

By [Solutions II](),

Security continues to be top-of-mind to new and established CFO's alike and they must become an active participant in their organization's cyber security plan. If they are not involved, their organizations will face the devastating financial effects of strategic loss, regulatory penalties and damage to their brand reputation. In Part 1 of "What Every CFO Needs to Know About Information and Network Security", we discussed that knowledge is power. Now, that you've become conversant in IT Security and the current state of your security plan, it's time to turn that knowledge into action!

One of the most impactful ways CFOs contribute to their organization's security plan is by keeping it top of mind with IT Executives. As CFO, you do not need to be a technical expert, but on the same hand; your technical experts do not have the same appreciation for the organization's business risks. Financial executives have the ability to focus the priority of risks identified by IT to the risks that pose the largest potential impact.

CFO's also play a significant role in IT security planning by ensuring that any deficiencies in their organization's plan have sufficient investments in the overall budget. Understanding the following will be critical:

- The types of security products and partners that are being utilized and whether the mix of products is effective together.
- Your security investments cover an appropriate combination of protective, detective and reactive tools.
- Ensuring IT resourses are focused on identifying and remediating current risks as well as continuously educating themselves on emerging security threats to prepare the organization for the future as much as possible.

The investments made towards the organization's IT Security plan are all about a customized balance that fits your unique company. Even with all of this knowledge gathered and investments made in IT security, CFOs need to be prepared that the ever-changing cyber threat reality is that no organization can be 100% protected 100% of the time. It's about mitigating as much risk as possible and having aggressive plans in place when an attack happens.

CFOs have a responsibility to the organization to ensure IT resources have an appropriate budget to identify unseen deficiencies. In the final piece of our 3 part series, we will delve into “How to Better Protect Your Organization from Unseen Threats.” Proper investments in proactive planning and selecting security partners with a proven track record will reduce the risk of a larger investment as a response to a breach down the line.

About Solutions II
Solutions II is nationally recognized for world-class innovation in information and network security, virtualization, business continuance, and data lifecycle management. We deliver comprehensive security solutions and services to many industry verticals. We empower enterprises to achieve a business enabled defense-in-depth security posture, manage corporate risk, improve compliance, and attain proactive detection and prevention of security threats to their computing infrastructure, data, and applications. Solutions II’s commitment of bringing best-of-breed solutions to Clients includes a professional services practice dedicated to increasing customer service levels and decreasing the time and support required for implementations. For more information, visit www.Solutions-ii.com | 800-245-2156 | info@solutions-ii.com

Greater Savings in 2015

New Year’s Resolutions come and go… When have you last “updated” or “shopped” your insurance? Andersen Alumni has partnered with Liberty Mutual to provide our Alumni members with group discount rates… Many Alumni have already moved to Liberty Mutual saving 10 to 20% off their current premiums… Go to http://www.libertymutual.com/andersenalumni for a free quote... It takes less than 5 minutes.

Save the Date…May 1-3, 2015

Legacy, Leadership, Life
Connections Conference 2015

Mark your calendars for MAY 1-3, 2015 to be at the Q-Center in St. Charles, IL.

The **ANDERSEN CONNECTIONS CONFERENCE** returns for **ONE LAST TIME!** That’s right … it’s back! And this time … for **ONE LAST TIME**. You aren’t going to want to miss this very special edition. Yes … you might say we have saved the best for last.

CONNECTIONS was originally created as a way to gather the community of former ANDERSEN Recruiter, Human Resource, Training, Finance and Administrative Professionals. Over the years it evolved to include former Andersen partners and employees from each of these areas and Practice Professionals from all discipline!!

CONNECTIONS 2015 will provide you an incredible to connect and reconnect in the midst of an unforgettable experience of learning and development about Legacy, Leadership and Life. Watch for more details coming later this fall.

Registration is open just click here: http://bit.ly/1yAxqZS

Andersen Alumni Benefits

For the most up to date listing of Alumni Benefits consider "Following" Andersen Alumni on Linked IN and look up Products and Services

Social Media: Association's LinkedIn Group (Join) and Company (Follow) and Facebook Fan Page (Like)

Social Media is a great way for us to stay connected. To request the Association Status be added to your Linked in Profile click on the following URL to JOIN:
http://www.linkedin.com/e/gis/38306/6E0CB25BC94E
Additionally you can "FOLLOW" the Association by clicking on the following URL:
http://www.linkedin.com/company/andersen-alumni-association?trk=tabs_biz_home
To "JOIN" our new fan page simply click on the following:
http://www.facebook.com/pages/Andersen-Alumni/182112725168442