

***Good Afternoon!***



***Succession  
Transition  
Strategies***

# An Empathetic Opportunity

- "Empathy is the Critical 21st Century Skill"
  - Meg Bear, Group VP, ORACLE
- From The How to the WHY

# Succession/Transition

- What is it?
- Who needs it?
- When should one do it?
- Where is the Market?
- Why should one plan for it?
- How do you go about it?

# What is Succession or Transition

- *Succession* = Passing Company to Family or Valued Employee
- *Transition* = Selling Company to 3rd Party Buyer

# Who does it?

- Owners of Privately Held Companies
- **SMEs**\* represent:
  - 99.9% of *all* businesses
  - 89.9% of employment
  - 44.8% have 5 + employees

\* Statistics Canada, 2012

# *Importance*

- 80% of Business Owners Pension
- 77% of All New Jobs Created since 2008
- 44% of SMEs (200,000) over next 5 years

# Why?

- Age
- Interests
- Health
- Energy
- Change
- New Opportunity
- MONEY

## *Attitudes: Succession or Transition*

- Leaving Your Company
- Ending Your Dream
- Terminating Your Value
- Losing Your Self-Recognition
- Proving That Money **IS** Most Important



# Current Results

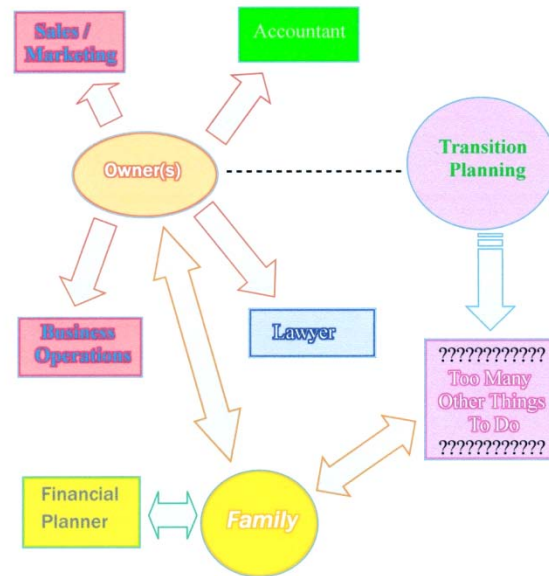
- 50% **FAIL** the Attempt
- 82% Have **No Plan**
- 75% Get Seller's **Remorse**
- 80% **Pension** IS The Business

# When ?

- Part of Company Business Plan
- 3 to 5 Years Prior
- Maximum Value

# Current Process

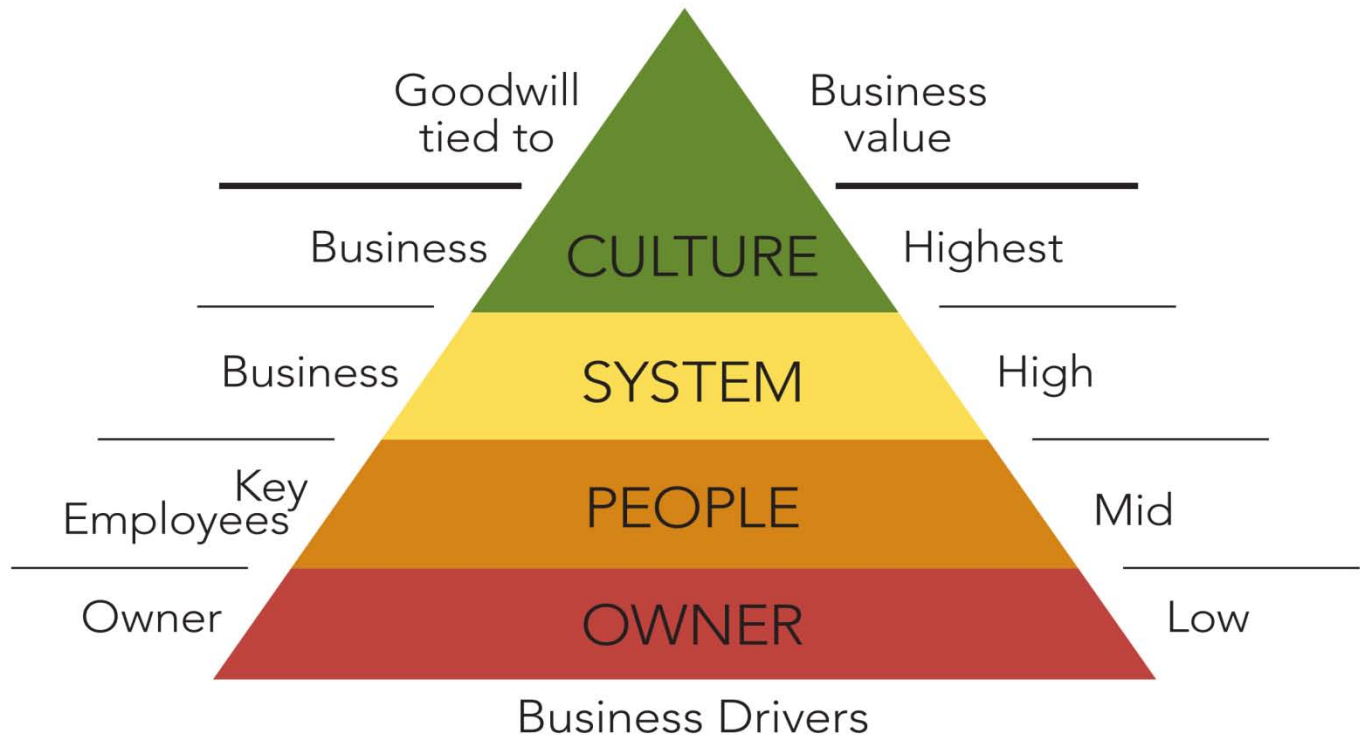
Current Transition Process



# What Do I Have To DO?

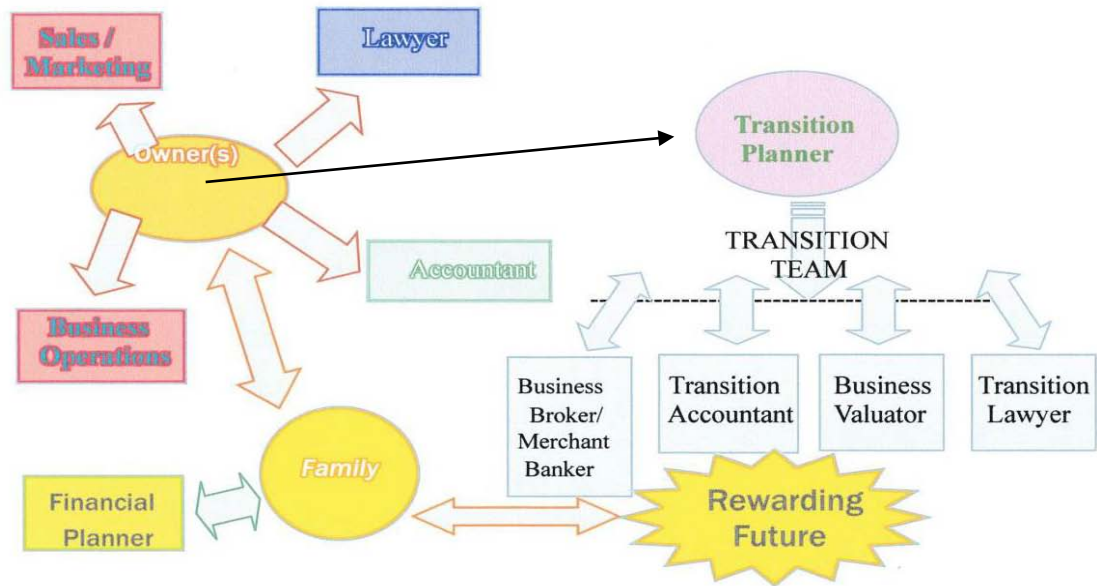
- Self-Analysis
- Business Evaluation & Preparation
- Business Valuation: \$\$\$
- Self: Projection & Preparedness

# Maximizing Value



# Enhanced Process

Enhanced Transition Process



# The STS Process

## ***5 Stages to Successful Transition:***

- ***Personal Analysis***
- ***Transition Preparation***
  - ***10 Actions to Success***
  - ***32 Technical Details***
  - ***50 Hurdles***
- ***Positioning for Success -- Key Foci & Decision***
- ***Actual Transitioning***
- ***New Life Objectives & Plan***

# O-M-G !!!

## Where Do I Start?

## Who Can Help?

- ***Transition Planner or Facilitator***
- Brokerage (e.g. Sunbelt)
- Transition Consultant
- Transition Accountant and Lawyer



# Key to Successful Transition

The Boy Scout Motto:

***Be Prepared !***

***Coordinated Empathetic Guidance &  
Technical Expertise***

***Thank You !***



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Transition  
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***613-770-5911***