



**Building Bridges Consultants Presents:**

## **Successful Business Succession & Transition Planning**

### **1 a. Introduction - Integrative Business Succession Planning -**

A collaborative Team Approach to SUCCESSFUL business transition planning  
Multi-disciplinary - Financial, Business *and* Personal Goals & Objectives

### **1. b What drives Value, Profitability & the Bottom Line?**

Innovation

Leadership, Human Capital, Workplace

Culture – Effective Wellness Programs

Focus: Stress Management & Lower Health Care Costs

### **2. Owner Readiness - Impact on Deal going through**

Personal, Business and Financial Goal Setting

Mental & Emotional Readiness – manage expectations

Obstacles, Deal Killers, Pitfalls

Strategic Thinking and Planning for next phase in life

**Assessment – Owner’s Clarification Report**

### **3. Financial Readiness/Prepare for transaction**

Valuation Criteria - Metrics – Quantitative and Qualitative

Options available -

ESOP, Management Buyout, M&A, Strategic Buy

Tax and legal considerations: (SCIN), Family LP

### **4. Organization/Business Readiness - Impact on bottom line/Valuation**

**Transforming Human Capital into Financial Capital**

Leadership Development – Emotional Intelligence/Resonance Leadership EQ + IQ

Workforce & Company Culture – Empowerment

Employee Engagement - Employee Network & Communication Mapping

Stress Management - Culture – Wellness ROI

“Profitability Consciousness”

**Assessments – POQA-R, DENS**

**Vital Signs Organizational Health Assessment**

### **5. Financial Considerations/Comprehensive Financial Planning**

Personal Financial Considerations/Comprehensive Financial Planning/Investments &  
Portfolio Construction

Sustainable Investments – Impact Investing & ESG Criteria – Mitigating Financial  
Risk/Increasing Opportunity

How ESG criteria/business practices directly impact financial performance

ROR & Alpha

Asset and Estate Protection

### **6. Closing – New Owner – Continuity poised for Impact, Growth & Profitability**

7 Criteria for a Sustainable business model – the absolute MUSTS