

## SUCCESSION and M&A PLANNING CONSIDERATIONS

This exercise is to open your mind. Deeper dive assessments are required once when you select the choice best suited for you and the business.

### CHOICES (rank the choices from most favored to least):

I want to train a successor

I want to only have a Continuity Plan with a peer firm

I want to only have a Buy/Sell Agreement with a peer firm

I want to Acquire another firm

I want to Merge with another firm

I want to be Acquired by another firm

### ALIGNMENT (rank what you deem most important to least about your successor):

Alignment of Client Segments, Services and Delivery

Alignment of Compensation and Bonus structure

Alignment of Long-term goal for growth and size of the business

Alignment of Equity or Cash Distributions for Owners

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### DECISION MAKING (circle what you want to retain vs. let your successor decide):

Brand and Marketing

Technology

Outside Providers Utilized: Legal, Compliance, IT, HR, etc.

Fee Structure

Financial Investment decisions

Office location and look/feel

Staff

### MANAGEMENT (circle what management duties you want to retain vs. shed):

Manage and Mentor staff

Hire and Fire staff

Choose and Manage Tech and Data within

Compliance

Office

Financials