

10 Key Elements of a Successful Multi-Million Dollar Succession Plan

Do you have a succession plan? If so, will it work? How will your clients be protected? What are the hurdles and unforeseen challenges? Over the years, we have coached hundreds of teams. With the average advisor population aging and the business more complex, succession planning is now more important than ever.

With decades of managing, coaching, training, and personally having run through the gauntlet of challenges, we have identified the **10 Key Elements of a Successful Multi-Million Dollar Succession Plan**:

- 1) Recognize the magnitude, importance and significance of the transaction
- 2) Create a timeline – pre/post succession
- 3) Define roles and stabilize the team
- 4) Transition connections and responsibilities
- 5) Negotiate/understand/execute legal and financial agreements
- 6) Create a marketing plan including all written, verbal, and social media communications
- 7) Forecast income/expense amounts and allocation
- 8) Be aware of headwinds and methodology for dispute resolution
- 9) Analyze/comprehend/register – benefits, restrictions, and reporting
- 10) Revel in the next chapter

Key Considerations:

For the Retiring Advisor: You have worked tirelessly over many years. Fought the battles. Met the challenges of market volatility, industry, technology, regulatory, and personnel changes. You have been fully invested in the profession and, most likely, being an advisor has been a large part of your identity. Other than the distribution of your estate, the transition of your practice might be the largest financial transaction of your life.

For the Inheriting Advisor(s): While you are trained, skilled, and energetic, will you be able to fill the shoes of your partner? Will you connect with clients, cultivate and enhance relationships, manage all aspects of the practice? How will being down a primary contributor impact your production, AUM, daily regimen? Will you be able to maintain and expand the book? This is, most likely, the opportunity of a lifetime, but successful execution is paramount to fully capturing all of the benefits.

Preparation, insightful counsel, and implementation are key. If successful, this transition will impact your professional and personal lives more than you imagine. Feel free to reach out to us if you have any questions and best of luck as you move forward!

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