

Succession Strategy

For companies to thrive over the long-term, a strong and cohesive management team needs to work collaboratively. This is true regardless if the owner(s) decides to exit or if the company is serious about significant growth. A strategic plan needs to be in place and key stakeholders need to be operating as a high performance team. The development of leadership needs to coincide with a long-term plan for the company and talent needs to match whatever the company requires to achieve its strategic objectives.

Succession and strategic planning are multi-faceted processes and require a level of expertise and objectivity that our experts at MCM provide. A baseline and fundamental component of any succession planning process should be objective assessments of strengths, weaknesses and competencies of all key employees or leadership candidates. Anyone in a position of significant responsibility should receive a 360 review from everyone who works with or for that specific individual.

HOW WE CAN HELP

Your company roots are built on family values, legacy and drive. Whether you are planning an exit, growth or sale, having a strong team is critical to achieve the desired outcome. A powerfully effective team is also valuable to any potential acquirer of your business. Our services can help you and your existing management team:

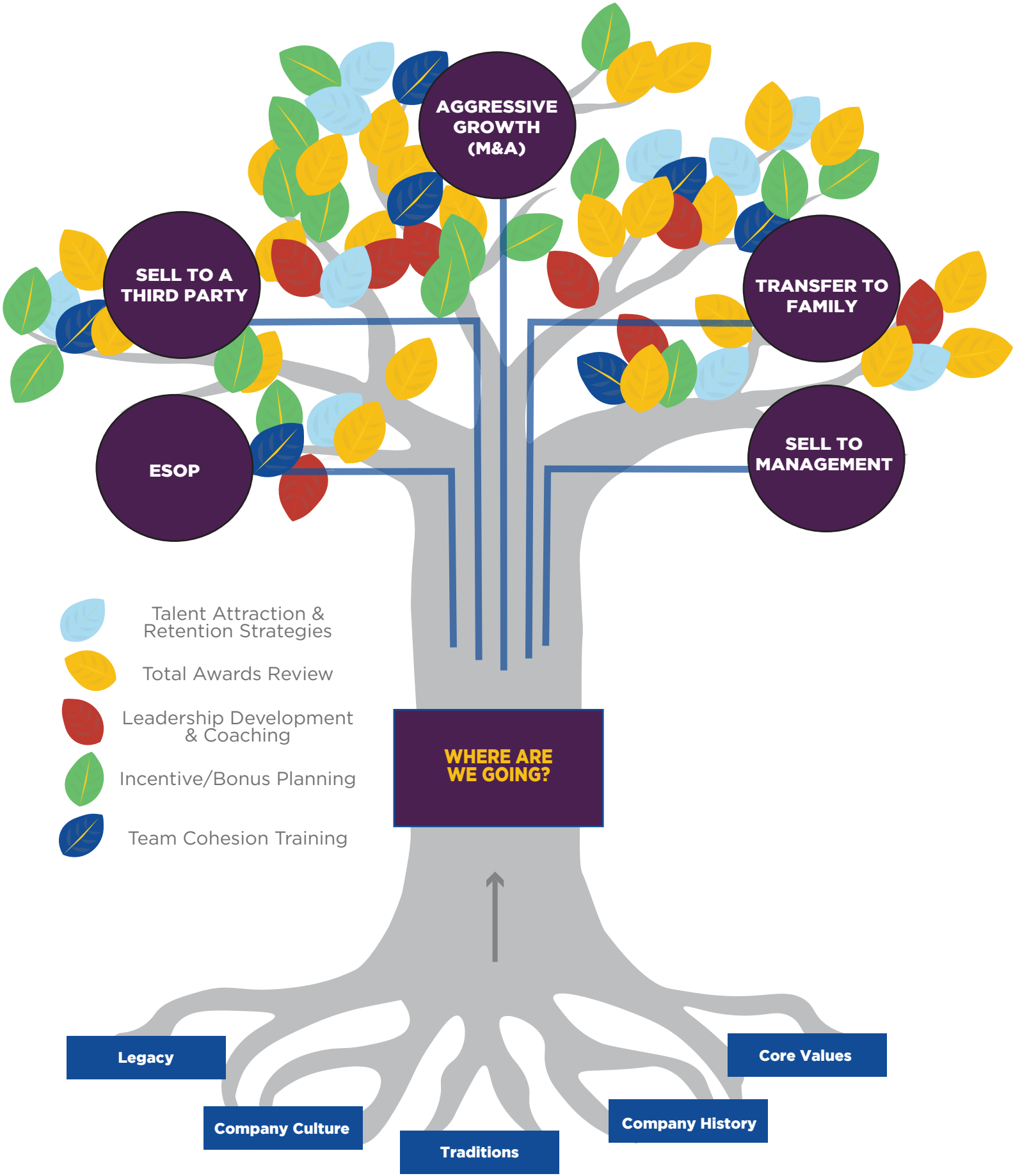
- Articulate your long-term objectives for the business and determine an optimal exit or transition pathway with a certified exit planner.
- Objectively assess any and all successor and/or managerial leadership candidates.
- Become a fully aligned, high functioning and cohesive team.
- Align your long-term strategy with your talent development and/or recruitment plan.
- Ensure that all key employees are incentivized to stay as long as possible or throughout a transition.
- Offer coaching and leadership development.
- Strengthen your bench by recruiting new talent and developing existing talent.

QUESTIONS TO ASK YOURSELF

- Do I have a cohesive, high functioning management team in place and are they aware of the long-term strategy for the company?
- Am I confident that my successor candidate has what it takes to take over when I retire? If not, how do I get them in shape for the leadership challenge they will eventually assume?
- What is the end game and do we have the right team to get us there?
- How do I ensure that my key employees will stay with the company for the long haul?
- Have we had a major growth event or challenge that requires new talent or the development of existing talent?



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**SELL TO A
THIRD PARTY**

**AGGRESSIVE
GROWTH
(M&A)**

**TRANSFER TO
FAMILY**

ESOP

**SELL TO
MANAGEMENT**

**WHERE ARE
WE GOING?**

Legacy

Core Values

Company Culture

Company History

Traditions



Talent Attraction & Retention Strategies



Total Awards Review



Leadership Development & Coaching



Incentive/Bonus Planning



Team Cohesion Training



PEOPLE MATTER



LEADERS INSPIRE



EXCELLENCE RULES.