Components of the Integrated Succession Plan

Transition Financing Plan
- Valuation
- Funding based on choice of sale
- Source of funding
- Investment opportunities

Successor Development Plan
- Selection process
- Training and development
- Roles and responsibilities
- Contract

Exit Plan
- One day you will sell
- Ensure a choice
- Prepare a business for sale
- Ensure business is more than you
- Contingency plan
- Management transition process
- ARA's (Authority, Responsibility, Accountability)

Lifestyle Plan
- Personal goals
- Common interest
- Financial plan
- Health plan

Integrated Succession planning for entrepreneurs and family businesses

Communication Plan
- Family charter
- Family participation plan
- Family council
- Communication process
- Decision-making process
- Conflict management process
- Philanthropy
- Traditions

Business Plan
- Strategic goals
- Tactical plan
- Management plan
- Contingency plan

Post Transition Plan
- Retirement
- New career
- New business
- How will you change lanes?

Ownership Plan
- Shareholders' Agreement
- Wealth protection plan
- Estate plan
- Equitable transition / new ownership structure
- Governance ~ advisory board

Continuity Resources Group Inc.