

Welcome to our
FAMILY BUSINESS
LEARNING COMMUNITY



Delaware Valley
FAMILY BUSINESS CENTER

Our Mission

To guide business families
so they **flourish**
as individuals, families, & enterprises.

Appreciation for our EDU Sponsors!



PEOPLE | IDEAS | SOLUTIONS



Family Business Transition Planning:
What you Didn't Know
You Needed to Know

**Featuring Andrew Grau, HRMML,
Steve Staugaitis, KM**



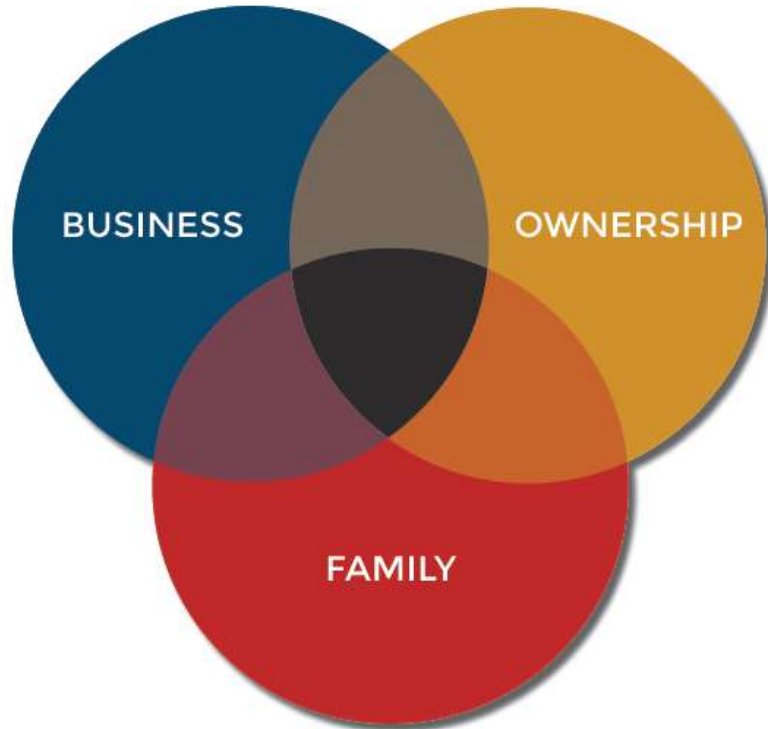
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AGENDA

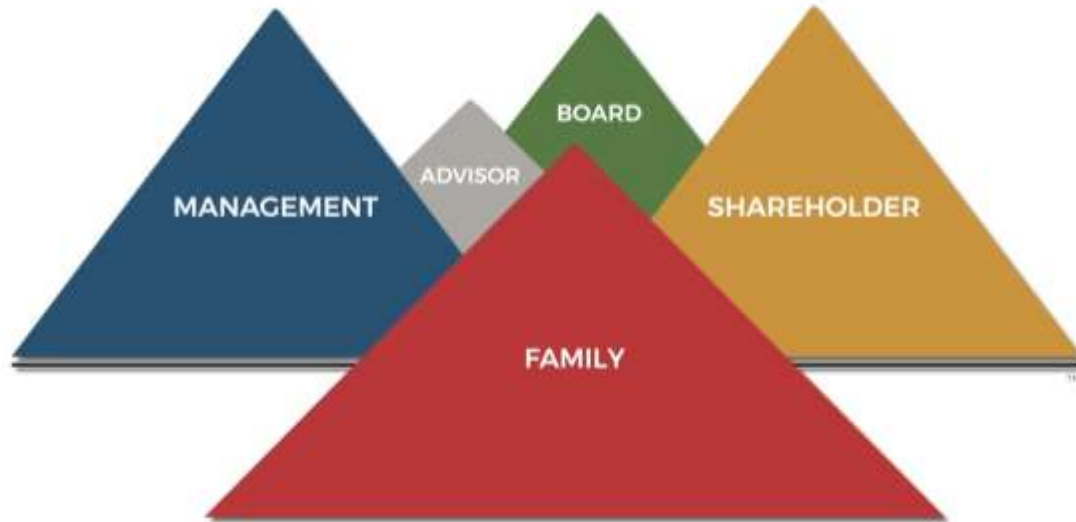
1. Introduction
2. Know What Your Family Wants
3. Know What You Need Financially
4. Know What Your Business Needs
5. Know the Risks and Legal Considerations
6. Q & A

The Natural Complexity

Overlapping roles
with competing
needs, roles, goals –
Built-in Conflict!

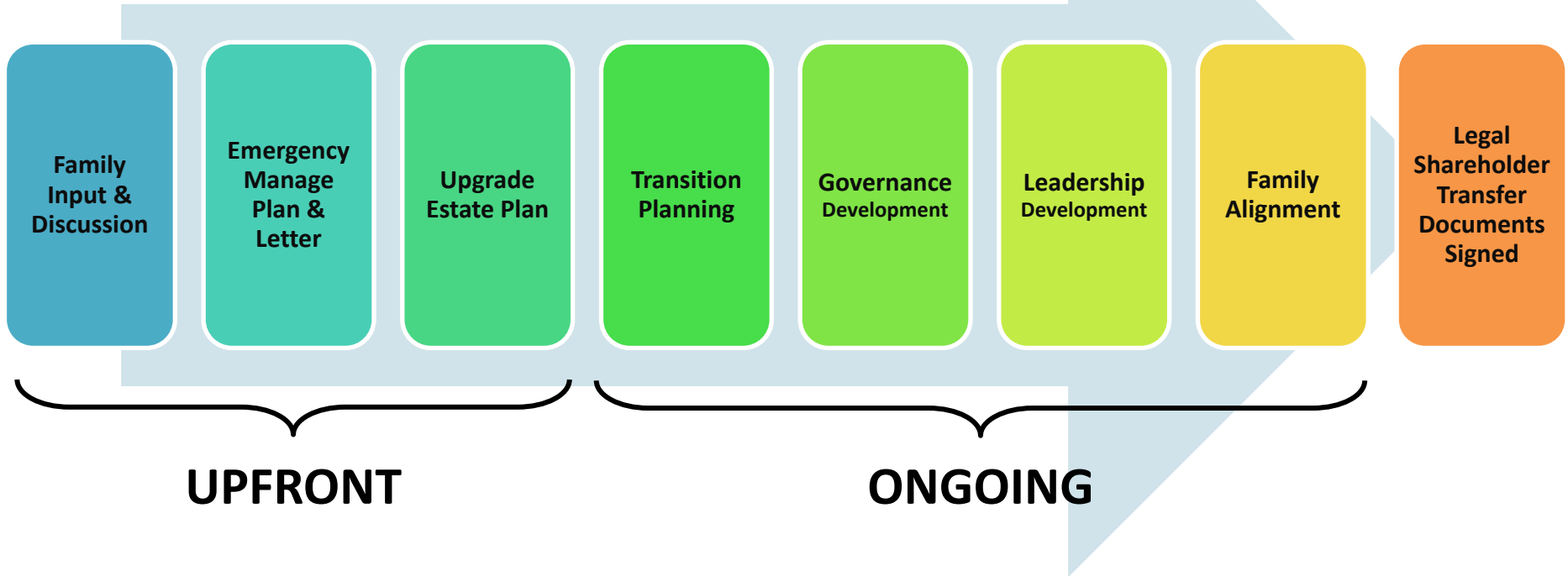


5 MOUNTAIN[®] Model



5 TEAMS WORKING TOGETHER
with Clear Roles, Responsibilities & Boundaries

COMMON TRANSITION PLANNING ELEMENTS



KNOW WHAT YOUR FAMILY WANTS

- Listen to Every Voice
- Start with the Rising Generation
- Build Family Muscle

KNOW WHAT YOUR FAMILY WANTS

Listen to Every Voice

- Let the Rising Gen Speak Into Their Future
- The Value of Spouses (1st Round Draft Picks)
- Listening is a Process, Not a One-Time Event

KNOW WHAT YOUR FAMILY WANTS

Start with the Rising Generation

- Their Future, Their Responsibility
- The Importance of 5 Mtn Education
- Generational Team-Building: Alignment, Competency, & Commitment
- Proposals & Feedback

"Essential reading."
—SUSAN GAIN,
New York Times bestselling author of *QUIET*

#1
*Wall Street
Journal*
Bestseller

Emotional Agility

Get Unstuck, Embrace Change,
and Thrive in Work and Life



Susan David, PhD

2020 THEME

Building Emotional Agility

KNOW WHAT YOUR FAMILY WANTS

Build Family Muscle

- Strengthen Your Ability to Name Reality
- Keep the Business from Becoming the Foundation of your Relationship
- Identify and Change Bad Communication Habits
- Meet Regularly for Updates

5 PRINCIPLES OF HEALTHY INTERGENERATIONAL TRANSITIONS

1. The Rising Generation Steps Up & Chooses
2. The Senior Generation Prepares & Lets Go
3. All Family Members Count
4. The Best Counsel is Collaborative
5. Both Generations Seek the Common Good



Know What You Need Financially

- Create an Inventory of Personal Assets Now
- Work with a Financial Planner to Know Your Number
- Get Objective Feedback on the Value of Your Business
- Keep Track of the Financial Position of Your Business

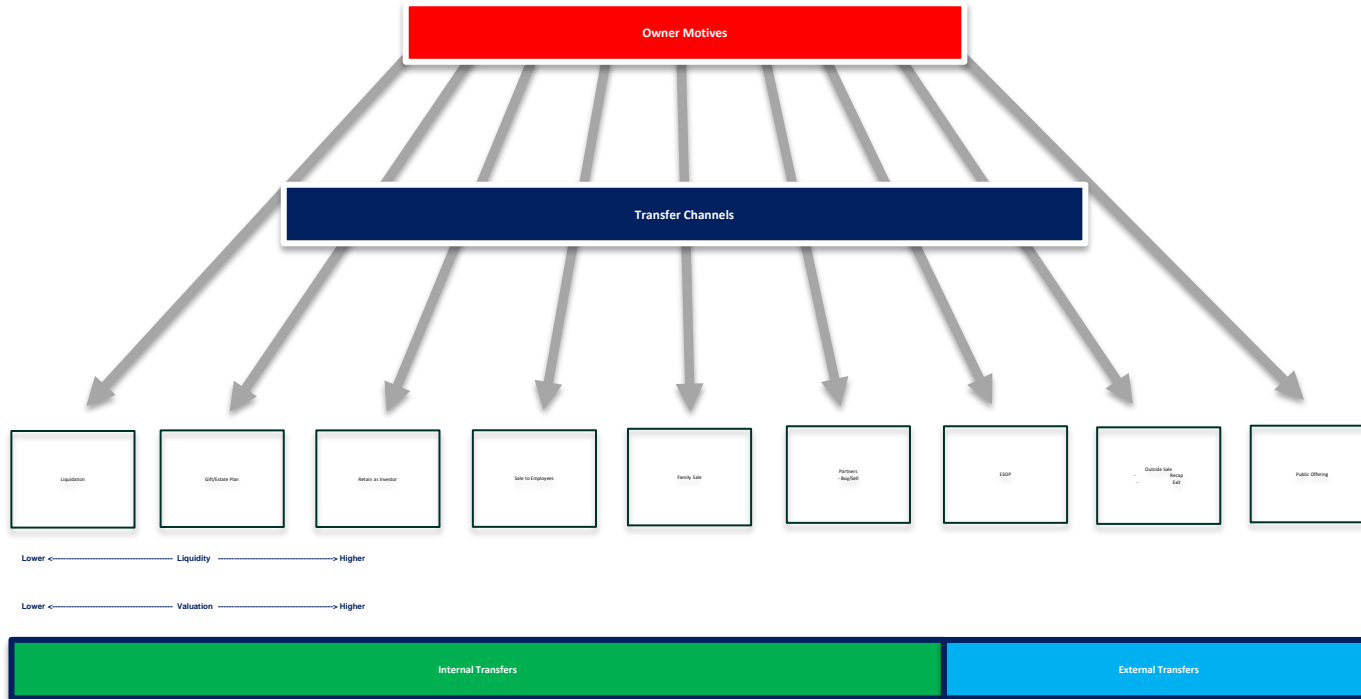
The Value of Your Business



Know What Your Business Needs

- Emergency Management Plan: Protection and Guidance if a Crisis Occurs Prior to the Succession
- Move From Senior Gen's Head to Processes & Procedures
- Learn About Your Transfer Options Well Before You Decide

Transfer Options



Know the Risk & Legal Considerations

- Due Diligence: Transparency and Sharing Information with the Rising Generation
- Ongoing Liability: Handling Personal Guaranties and Communications with Lenders
- Post-Succession Roles: Documentation to Provide Clarity and Avoid Misunderstandings
- Ownership and Management: Understand the Difference Between the Gold & Blue Mountains

KEY TAKEAWAYS

- Start Now
- Involve The Next Generation
- Don't Go It Alone