



5 Principles of Healthy Intergenerational Transitions

1 | The Rising Generation Steps Up & Leads

The rising generation demonstrates the competence to manage self, their marriage, their career; the courage to take prudent risks, and the capacity to lead the development of a thoughtful transition plan, with the support of advisors/mentors.

2 | The Senior Generation Prepares & Lets Go

The senior generation proposes principles of transition, defines their financial goals, nominates a tentative timetable, and plans for their Next Chapter; collaboratively leads and mentors the rising generation; receives proposals from the rising generation; may challenge, accept, change or reject.

3 | All Family Members Count

Transition discussions and plans are enriched by the perspectives of spouses regardless of generation, employment, or ownership. This IS a family business.

4 | The Best Counsel is Collaborative

While the family sets the vision and goals for transition, advisors collaborate to support the conversations and planning of both generations. None of us is as smart as all of us.

5 | Both Generations Seek the Common Good

Transitions are messy; usually require significant investments of time, emotional agility and money to “reinvent” each of the 5 Mountains. The Goal: the hard work will lead to a priceless outcome; a flourishing family and stronger enterprises.