

Transition Planning and Business Strategy



Business Transition Group

Explore ● Focus ● Solve



Every Businesses will eventually transition either voluntarily or involuntarily

Business Transition

Business transition encompasses:

- Corporate Planning,
- Strategic Planning
- Succession & Business Transition Planning
- Wealth Management
- Tax & Corporate Finance
- Industry Knowledge

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Page 3

WIPFLI

All Producers Face Three Inevitable Issues Sooner or Later



"Have I properly planned for the management or continuation of my operations in the event of an **unforeseen occurrence**, such as death or permanent disability?"

"**How and when will I continue the operations** into the future while realizing value for what I have built?"

"How do I **continue to effectively grow** and scale my operations to ensure a more viable, stable and profitable operation?"

Page 4

WIPFLI



As the saying goes, *"A failure to plan, is a plan for failure."* Most business owners do not like to face the reality is that every business must change hands at some point.



Why is Succession Planning a Dirty Word?

What is Transition Planning

As a general definition, transition planning is the “process” of deciding when and how you would like the business to be managed or transitioned in order to protect the firm, its employees, its clients, and its value against unforeseen events such as premature death or permanent disability.

It also considers to whom you would ultimately want to leave or sell the business to and how to fund the transfer or sale.

Transition planning is a game of inches and starts with “Is your business transferable?”

The transition planning decisions that you make now, or elect not to make, will be a major factor in deciding the future of your organization.

Without a written succession plan, wills and trusts become your default business succession documents

The BTG’s method is comprised of three distinct phases that are delivered chronologically



Everything starts with a conversation



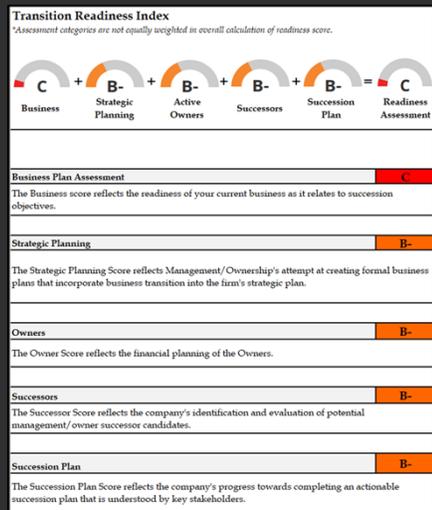
Phase 1: Assessment



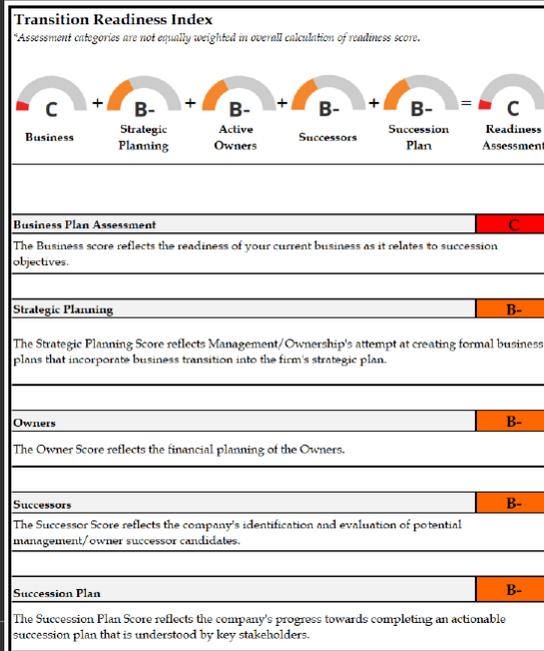
Interview conference call to gain an understanding of the producer's business, operations, management, and financial condition.

The Assessment analyzes 75+ key performance indicators (KPIs) needed to achieve future objectives by determining whether the current situation supports a foundation to reach the desired outcome.

Deliverable: Guidance/Readiness Assessment Report



The Grades



Phase 2: Collaboration



A 3+ hour in person working session to discuss potential paths to get to the desired outcome and create the conceptual design framework for the plan.

Deliverable: Implementation Roadmap ("Roadmap"). The Implementation Roadmap captures and summarizes the Collaboration Session, work performed to date, and solidifies the actionable recommendations, prioritizes steps, as well as estimates implementation cost and timing.

Delivery typically within 10-15 business days of Collaboration Meeting

Implementation



Implementation phase is different for every Client and tailored to their objectives, priorities, and timeline.

Deliverable: Any necessary plans, services, and/or documentation including but not limited to planning focus memorandums, decision point memorandums, and financial and non-financial models.



Keys to Remember About Transition Planning



- ✓ This is a process – not an event
- ✓ While the process generally remains the same – each situation is unique – a cookie cutter approach will not get it done
- ✓ A fly by the seat of your pants approach only works by chance
- ✓ Patience is a virtue: waking at 7 a.m. and completing a succession plan by 4 p.m. is not likely
- ✓ Know what you are getting yourself into

Thank you

Amy T. Iverson, CPA
303 N. 27th Street, Suite 503
Billings, MT 59101
406.248.1681 Office
406.248.2855 Fax

