

# Succession and Transition

Get a better understanding about your business, its context and how you build your succession strategy.

Most business owners find themselves too absorbed in leading and managing the business to devote time to planning for succession. But the longer succession planning is delayed, the fewer options business owners have to meet their personal and business goals. Getting your head out of the sand and planning for succession, means you can retain control over the outcome.

This 1-day workshop will work through a process to help you objectively and systematically understand yourself, your context, your business, your desired future and your options so you can plan your succession strategy. Your organisation will also engage in 3 hours of coaching with the facilitator to drill down on areas relevant to you and your business, which is included in the cost of the initial workshop.

## Who is it for?

Business owners of established businesses and family businesses who haven't planned for ownership and/or management succession or, in the case of family businesses, inter-generational succession.

## Cost?

The cost of the workshop is \$1,995 + GST.

A special reduced rate of \$1,195 + GST is available to subsequent participants from the same organisation on the same workshop. Contact us to register subsequent participants.

This workshop is registered for Capability Development Funding available through the Regional Business Partner Network. The value of the vouchers vary and they can be used to cover up to 50% of the workshop cost (capped at \$5,000 per annum). We can connect you to your local Regional Business Partner for more information.

A special discounted price of \$1,795 + GST is available to all Vodafone customers, Xero subscribers, and Chartered Accountants Australia and New Zealand members.

## What will be covered?

### On this workshop, you will:

- Gain fresh perspectives, insights and frameworks to understand yourself, your business, your options and the associated potential implications or risks in your succession plan
- Get a clear understanding of your values and drivers and how your business and personal goals intersect
- Meet other business owners and share common experiences and issues
- Recognise that succession is a journey not an event, and understand what steps you need to take to get you to your goal
- If you're a family business, you'll make decisions on who will succeed the current generation and how you will preserve the company values by providing a smooth transition of ownership and management
- Leave with a pragmatic and purposeful action plan to follow with clear next steps

## Facilitator: Evana Lithgow

Evana is a registered psychologist with over 17 years' experience, spanning a range of industries, sectors and business sizes. She launched Working Minds after identifying a need for practical, people-related advice within a business context. With experience working in organisational development for an Australian Financial Services firm and an American IT company, Evana also spent several years as a senior consultant at New Zealand's largest business psychology practice, advising clients like Telecom, Fonterra, Air NZ and the UN on all facets of individual, team and organizational development.