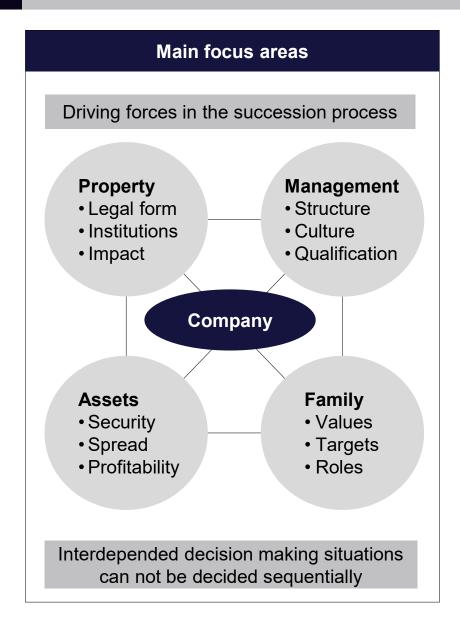


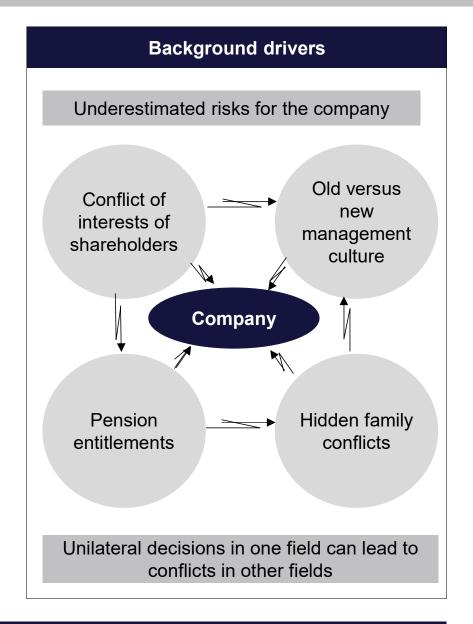


## **SUCCESSION CREATES FUTURE**

**Planning - Decisions - Management** 

### Effective succession planning requires a holistic approach





Entrepreneurs postpone succession processes due to fear of expected difficulties

### Planning: Structure and system towards a successful implementation

### Analysis of all relevant issues

- Company situation and perspective
- Legal/ contractual situation
- Family situation
- Financial status

#### **Methods**

- Individual and group interviews
- Analysis of company data
- Analysis of contractual basis

#### Results

Identification of action areas

## Scenario- and discussion phase

- Internal company alternatives
- External company alternatives
- Mixed models
- Sale/ liquidation

#### Methods

- Strategy workshops
- Group discussions/ individual coaching
- Mediation
- M&A-planning

#### Results

Transparency of decision criteria and basis

## Decsion and concept phase

- HR strategy/ recruiting
- Company strategy
- Company structure
- Family constitution

#### **Methods**

- M&A-models: MBO, MBI, etc.
- Executive Coaching
- Legal consulting
- Project management

#### Results

Future company management

## Implementation- / transitional phase

- Change of capital structure
- Implementation of management structure
- Implementation of strategic projects

#### Methods

- M&A process
- Board Room Consulting
- Advisory board
- Project management

#### Results

Stable business development

Quelle: Admetam

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### **Decision making: Profound preparation of relevant options**

#### **Options for actions**

#### Family succession

- Balance of interests
- Coaching of the successor
- Optimising tax-/ inheritance-/ company-law

#### **Management succession**

- Advisory board/ constitution
- Interims-Management, trans. regulations
- Corporate Governance

#### Involvement of strategic partners

- Cooperation with/ without merger
- Financial investor
- Strategic Investor

#### Sale

- Management Buy Out (MBO)
- Management Buy In (MBI)
- Company sale/ or company shares

# **Proved steps** Establish an individual target catalog Prepare concrete concept alternatives Determine company value/ sales price **Design Equity-Story** Potential business partners Decision criteria, data and facts Moderation of the decision-making process Facts to ensure decisions Clear, future-oriented decisions

Quelle: Admetam

### Managing: Design the succession as a renewal process

Involvement of all Optimisation of in vision and product- and customer portfolio targets Long-term investment Optimisation of Holistic business Succession value & flexibility Sustainable planning planning and business preserving model the future Steering of Sustainable investments/capital organisation/ **Basis for** commitment management growth Consistent process landscape Implementation of Implementation of Implementation of the Sustainable market and competitive capital and management partner and the implementation structure management structure strategy results **Business model and strategy activation Management structure and strategy activation** 

Source: Admetam

ADME IAM-Publications
We would like to have a formal presentation of the subject "Succession creates future "
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