# Who Will Fill My Shoes: Succession Planning for Landowners and Businesses

## MODULE 4. ROADMAPPING YOUR SUCCESSION HANDOUT

#### **Example Succession Scenario**

			Year T	Year +1	Year+2	Year T+3	Year T+4	Year T+5	Year T+6
Age	Incumbent: Peter		65	66	67	68	69	70	71
	Successor: Ruth		35	36	37	38	39	40	41
Governance Transition									
Owne	Ownership		100	100	80	80	20	20	0
Perce	ntage	Successor	0	0	20	20	80	80	100
Вог	Board		CEO	CEO	CEO	CEO	Advisor	Advisor	Advisor
Manag	Management		Manager	Manager	Manager	Manager	CEO	CEO	CEO
Transition of Functional Responsibilities									
Human Resources			Peter	Both	Both	Both	Ruth	Ruth	Ruth
Business Strategy		Peter	Both	Both	Both	Ruth	Ruth	Ruth	
	Marketing			Ruth	Ruth	Ruth	Ruth	Ruth	Ruth
Transition Miscellaneous									
Dividend			100K to Peter	50K to Peter	0	0	0	0	0

Adapted from Zellweger (2016)









## Single Successor Scenario

		Year T	Year +1	Year+2	Year T+3	Year T+4	Year T+5	Year T+6
	Incumbent:							
Age	Successor:							
Governance	e Transition							
Ownership	Incumbent							
Percentage	Successor							
Board	Incumbent							
Managemer	Successor							
Transition of Functional Responsibilities								
Human Resources								
Business Strategy								
Marketing								
Transition Miscellaneous								
Dividend								

Adapted from Zellweger (2016)











### **Multiple Successor Scenario**

			Year T	Year +1	Year+2	Year T+3	Year T+4	Year T+5	Year T+6
Age	Incumbent:								
	Successor 1:								
	Successor 2:								
Governance Transition									
0 1		Incumbent							
Ownersh Percenta		Successor 1							
1 GICGIII	ige	Successor 2							
Doord	ı	Incumbent							
Board Management		Successor 1							
Tidilagon	ionic	Successor 2							
Transition of	of Fund	ctional Responsib	ilities						
Human Res	Human Resources								
Business Strategy									
Marketing	Marketing								
Transition Miscellaneous									
Dividend									

Adapted from Zellweger (2016)









