

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

MODULE 4. ROADMAPMING 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								
Ownership Percentage	Incumbent	100	100	80	80	20	20	0
	Successor	0	0	20	20	80	80	100
Board Management	Incumbent	CEO	CEO	CEO	CEO	Advisor	Advisor	Advisor
	Successor	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		Peter	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
Age	Incumbent:							
	Successor:							
Governance Transition								
Ownership Percentage	Incumbent							
	Successor							
Board Management	Incumbent							
	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								
Ownership Percentage	Incumbent							
	Successor 1							
	Successor 2							
Board Management	Incumbent							
	Successor 1							
	Successor 2							
Transition of Functional Responsibilities								
Human Resources								
Business Strategy								
Marketing								
Transition Miscellaneous								
Dividend								

Adapted from Zellweger (2016)