

TRANSITION PLANNING

Show your best people that it's worth sticking around



Developing an effective transition plan will not only ensure a law firm's longevity but will also reward deserving, longtime partners for their hard work and contributions to the firm. We recommend that our clients evaluate each transition as if it were an individual transaction.

We assist clients with assessing the relevant risk factors along with the creation of a buyout structure. We help our clients remove the economic disincentives for senior partner retirements, which helps increase the chances of a successful transition.

THE NUMBERS	<ul style="list-style-type: none"> - Information gathering : financial information request, transition, operations and strategic surveys and interviews - Who is retiring and when? : clarifying timeline and retirement type and defining skills and hours and hours needed for a successful transition - How much is the firm worth?: book value and goodwill calculations/considerations - How much do we need for buyouts?: payments for book value, goodwill and intangibles - How do we pay for buyouts and for how long?:payment schedules, earnings and cash flow projections
DELIVERABLES:	Financial model, Firm valuation, Capacity plan, Buy-out schedule
RESULT:	<i>A thorough financial model to support the buyout and business continuation process</i>
THE AGREEMENTS	<ul style="list-style-type: none"> - Ownership transfer: equity analysis, buy-in process and retiring equity ownership surrender - Compensation agreements: equity owner and retiring owner compensation plans - Lease and debt guarantees: new owner endorsement and release from obligations - Retiring equity owner transition support: client and management transition maps and support - Ownership agreement revisions: ownership transfer, compensation agreements and liability transfers
DELIVERABLES:	Equity owner compensation plan, Updated ownership agreement, Client transition map
RESULT:	<i>Orderly transfer of equity and firm ownership</i>
THE STRATEGY	<ul style="list-style-type: none"> - Marketing systems: strategy, systems and team development - Attorney development: training guides, performance evaluation process and progression paths - Compensation and incentives: salary and bonus structures - Systems and technology : software needs assessment and upgrade support - Firm leadership and management: leadership and administrative management structure and accountability
DELIVERABLES:	Strategy map, Firm management structure
RESULT:	<i>A roadmap to continued prosperity post transition</i>
THE REALITY	<ul style="list-style-type: none"> - Implementation schedule and responsibilities: task identification and assignment - Project management: project plan, milestones and monitoring - Leadership and management: equity owner responsibilities, transition plain oversight
DELIVERABLES:	Strategy map, Firm management structure
RESULT:	<i>A proper implementation schedule to ensure a successful transition</i>