



Investing in your most important assets

Our team works with you to establish an effective governance and succession framework to manage and transition your family traditions, values, business and wealth across generations.

Our service for family businesses

We work with entrepreneurial families to help them realise their family ambitions and business objectives through a dynamic family governance framework and long-term intergenerational strategy. Each family enterprise is unique in purpose and assembly therefore, it is important that governance and succession plans are tailored to each individual family requirements.

Our approach

We adopt a phased approach to ensure a robust and comprehensive framework is produced for your family enterprise.

Assessment, planning and design

This first stage is used to ascertain what a family believes is their "sense of purpose" and how this drives each family member towards a common goal. The aim of this is to identify what is shared, uncertain and different amongst stakeholders. Next we look to establish areas of consensus, which is then transcribed into a family blueprint that governs the actions taken by your family in the next stages of the process.

We review all relevant material to ensure we have a comprehensive understanding of your family enterprise and the core components that differentiate it. Every family is influenced and moulded by a unique set of principles and these are what we are seeking to help protect and preserve for generations to come. Once we have an understanding of your family's "sense of purpose" and business, we construct a blueprint along with formal proposals, which serve as your roadmap in the implementation of a formal governance frame-work.

Development of your governance framework

In the development of your framework, we draw on the conclusions from your family blueprint to determine strategic proposals in the following areas:

- Succession planning
- Career development for the next generation
- Family shareholding policies
- Rewarding and incentivising non-family directors and employees
- Extracting wealth from the family business
- Wealth preservation
- Selling the family business
- Philanthropy
- Specialist adviser network

Once consensus is reached on the governance and succession framework and its desired impact, we can proceed with implementing the agreed recommendations working alongside your family on an ongoing basis to ensure the desired results are achieved.

Implementation of your governance framework

The governance framework is used to instruct your tax and legal advisers. The framework guides any necessary implementation work, including updating corporate governance documents or the establishment of new holding structures.

Timings

Our family governance and succession service requires time due to the layered, technical and bespoke requirements of the service. The emotional impact that succession and future ownership of the family wealth can have on stakeholders is always considered. Timings for the framework development and implementation are agreed upfront to ensure the process remains on track. Whilst there is always room for flexibility, the agreed timings enable family members and all relevant stakeholders to know where they are in the process. We have outlined the various steps and typical timelines below:

| | Time scales |
|--|--------------------------------------|
| Preliminary meetings and assessments | Week 1 – 4 |
| Interviews with key stakeholders, analysis and feedback report | From week 5 |
| Preparation of governance blueprint and next steps approval | From week 14 |
| Implementation of the governance framework | From week 20 |
| Ongoing support and project coordination | Following initial project completion |

Ongoing support

Once your governance blueprint has been implemented, we continue to work with you and your family to monitor, maintain and enhance your family governance strategy where possible. No one knows your family and your business like you do. We are here to support you and ensure your most valuable assets are protected and carried through to future generations.

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