

Lazarus Resources

Advisors to Management, Investment Bankers

Making the Impossible, Possible

Succession Planning: The Key To A Successful Exit

Investment Banking

- Mergers & Acquisitions
- Restructurings
- Workouts
- Recapitalizations
- Debt Financing
- Equity
- Strategic Partnerships
- Negotiations

Succession Planning is an integral part of a company's over-all strategic plan.

Having a comprehensive plan in place can contribute to a higher valuation of a company at the time of sale. Buyers take comfort in knowing that the employees are prepared to step up to fill the gaps left by a departing executive or owner.

If the plan is developed and followed prior to putting the company up for sale, it can serve as a road map to better execute a successful exit.

Our approach to succession planning includes three focuses:

- **Organizational**
- **Human Resources**
- **Ownership Change**

Organizational Planning helps to focus on the organizational structure and functions of the company. This includes a study of: Operations, Staffing, and what we refer to as the "Owners' Manual".

Human Resources Planning includes developing a short term plan, and a long term plan. Here we focus on the Client's "Bench Strength", developing programs for talent management and retention, training and staffing.

Ownership Change explores methods of transferring ownership and the continuity of employees. We help the client to weigh short term vs. long term plans.

Lazarus Resources can be a valuable partner in planning for the sale of a company. Planning early is key to a successful exit.



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Management Advisory

- Corporate Leadership
- Turnaround Management
- Business Planning
- Strategic Planning
- Succession Planning
- Interim Management
- Training

Engineering Firm Plans for Success

Recently, a regional geological engineering firm retained **Lazarus Resources** to help them develop a succession plan.

Facing the difficulties of working in a construction related industry, the client made the wise decision to prepare for a range of possibilities, including

positioning the company for future growth, and the eventual exit of the owners.

The process includes analyzing the company's structure, processes, and staff to determine the best possible methods to meet any scenario that they may face in the future.

Through this process they are discovering new opportunities for growth and new ways to manage their employees to prepare them for the future.

If you or your clients are interested in learning more about our planning services, please contact us.