

SUCCESSION PLANNING

“Succession is about weathering the storm of generational shift...It’s about how organizations weather this storm, not individuals...the shifting individuals ARE the storm.” (Paul H. Burton)

Like death and taxes, succession will occur – planned or not. Succession planning enables organizations to prepare their future leaders; transition talent, knowledge and clients; consolidate and leverage market position; and, above all, create necessary and worthwhile change. Consensus is required to achieve these challenging goals, yet questions such as “how do I get paid?” and “how do I get out?” erect immediate conversational barriers, particularly between generations. With Generation Y now outnumbering the Boomer Generation in North America, firms are needing to balance competing values, work ethics and definitions of success – making succession planning a potential minefield that many organizations avoid at all costs.

With a successful history of helping firms navigate the “storm of generational shift,” as well as our exclusive focus on the legal industry, Phoenix Legal is able to quickly assess the structure and governance of a firm, understand its culture, its core values, strategic vision and client service standards. Armed with this foundational understanding, Phoenix Legal can assist your firm with any and all stages of the succession planning process, including: analysis of the existing market position, economic success and reputation of the firm; facilitating dialogue and consensus on future market position; identifying the critical factors for success; and developing key action steps on the road to timely and effective implementation.

Most importantly, we facilitate the succession planning process so that all relevant firm members have the best information possible to enable informed decisions. We involve as many firm lawyers as desirable, from confidential and flexible one-on-one interviews and surveys tailored to your firm’s goals and objectives, to the devising and facilitation of firm-wide



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meetings and retreats. We can facilitate a cultural inventory to help your firm: build on its existing strengths; guide the design of its compensation, capital and governance structures; articulate a baseline from which to measure the impact of change; access merger candidates; and add depth to recruiting and marketing messages. The result is a better understanding of how to plan for succession in your firm in as fair, wise and effective a manner as possible.

But Phoenix Legal does not only provide assistance with the various stages of the succession planning process – it provides honesty without blame. We serve our clients well because we have gained experience in delivering important messages with a high and reputable degree of candour. With succession planning requiring momentum above all else, Phoenix Legal prides itself on moving you and your organization forward.

To Learn More

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