



Design for Succession

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This coaching program helps owners to build the foundations of a resilient, succession-ready business.

Through a focused series of workshops, you and your fellow owners will gain clarity and alignment on your organisational vision, and establish the foundations needed to achieve it.

- ✔ Work with an experienced business owner/ qualified business mentor - who brings real experience to help you stay focused and achieve your goals.
- ✔ Use our unique digital platform, an operating system for small and medium-sized businesses, which becomes your source of truth for the way you want your business to operate.
- ✔ Implement the principles of Succession Thinking™, a proactive business-building approach to help you build a resilient business that can be successful beyond you.



Key outcomes



Alignment on vision

Define and document an impactful shared vision to align your team and set a clear strategic direction for your business.

Your vision will capture important aspects you care deeply about, like your customers, the quality of your products and services, your team and the broader impact on stakeholders.

This will set the direction to deliver meaningful return on your vision - rather than just a fast return on investment.



Effective ownership

Follow a proven leadership development framework to establish a high-performing ownership team.

You will have a high-performing owners team who are committed, aligned and work together cohesively to steward the business. You'll ensure your owners team is highly effective in key areas:

- Trust & psychological safety
- Clarity of roles
- Alignment on purpose & values
- Effective stewardship
- High levels of accountability
- Meaningful progress



Understand your design

Review and optimise your high-level organisational design to support your current and future needs.

You'll assess the high-level design of your business and the three levels of accountability that exist in every organisation: owner-director, strategic leadership and operations.

You'll start developing the organisational design for your business, including clearly defining the ownership team, along with their roles and accountabilities.



Leadership excellence

Create an environment where your current and future strategic leaders feel supported and empowered.

You'll understand the distinct work required by the organisational leadership team, and how leading strategy and culture differs from the work of both ownership and operational leadership.

You'll have nominated the right leaders for your business who will operate with a strategic focus and have created the environment for them to succeed.



What others are saying

“The program is way beyond anything I’ve ever seen. It’s a whole philosophy for small-business succession planning and building a resilient business, with high-performing teams clear on their purpose.”



Thomas McClung

Founder, Dorado Property

“I’ve never come across another approach so focused on owners being ‘on’ the business, rather than ‘in’ the business. Design for Succession helped us make this shift—and it’s been key to our growth and success.”



Laura Grierson

Director, Acacia Executive

“I needed someone to take over and lead our strategy and growth. This program helped me develop new leaders and hand over without disruption. I’m now completely hands off day-to-day operations.”



Jawid Dadarkar

Founder, Lindentech

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