

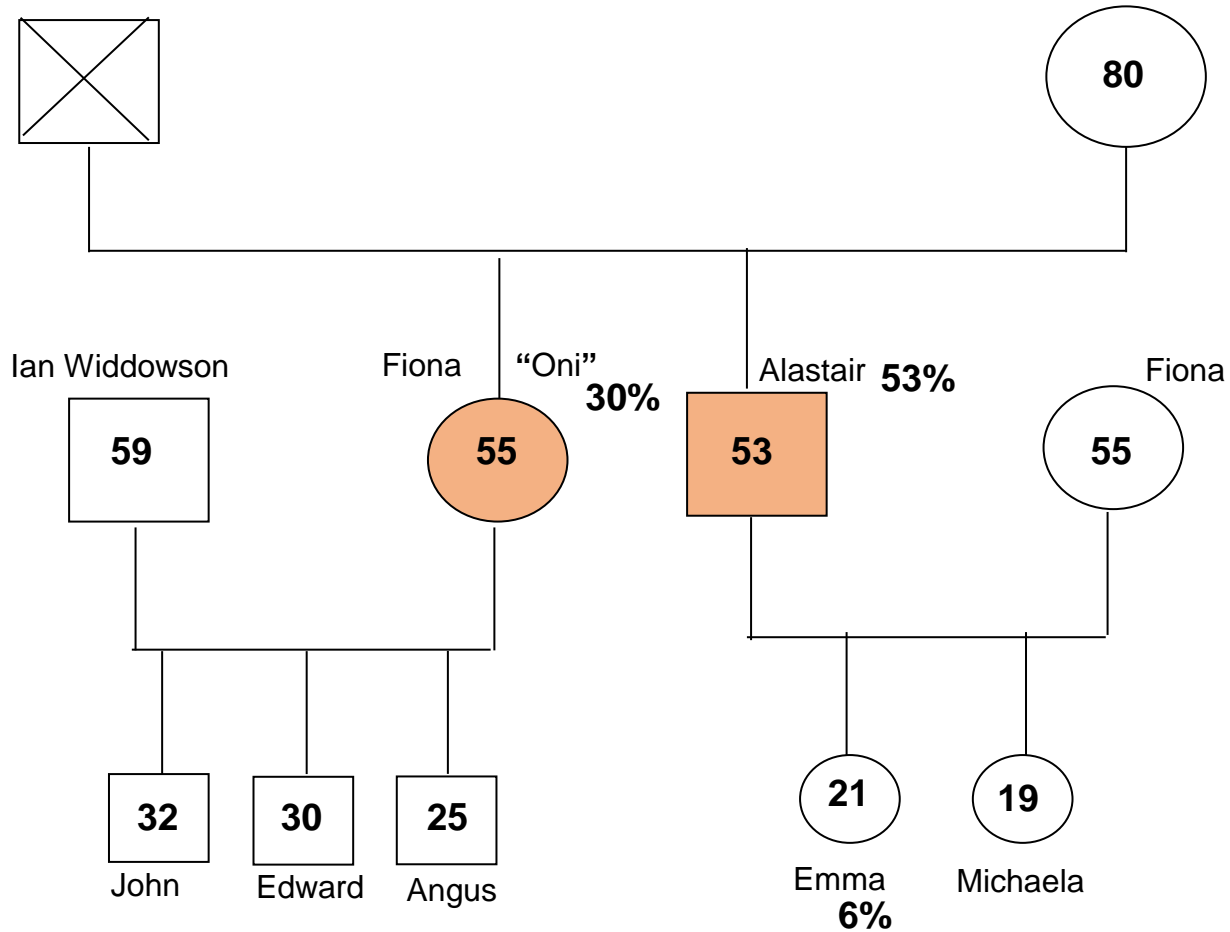
Withers Consulting Group

The Art of Succession Planning

The Macphie family

The late C S Macphie

Mrs E.M.J. Macphie



Remember why you have been successful

Remember why you have been successful

Can this continue in the future?

3 key questions

Why?
What?
How?

The WHY

- Legacy
- Community
- Financial Security

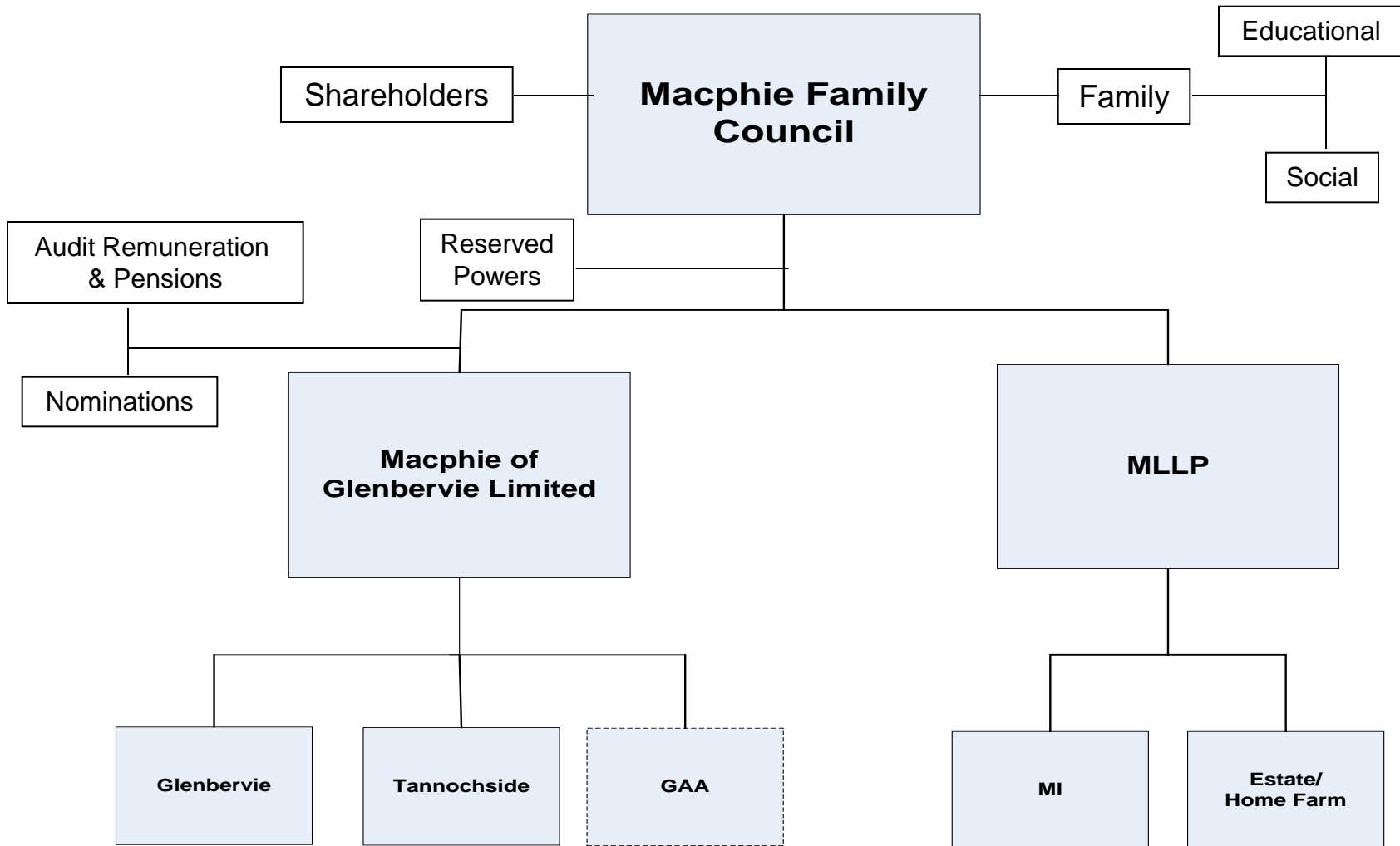
The WHY

What the following need to do or become

- The owner of Glenbervie Estate
- Shareholders in the company
- Board and management
- Family members
- Social, political and institutional connections

WHAT roles will family have

- **MANAGING** – hands on in charge
- **GOVERNING** – overseeing and monitoring the enterprise
- **INVESTING** – mainly about financial return



HOW?



Is this good enough for me?

Is it right for me?	Will it suit the family?
Is it feasible in the real world?	Is it feasible in the business?

Beware best practices



Thank you

Ken McCracken

ken@withersconsulting.com