

Succession Planning at All Levels for Contractors

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WORKSHOP INTRO

The fluctuating environment of the construction industry demands a well thought-out succession plan in order to ensure your business's continued vitality. This workshop, presented in panel discussion format, offers an in-depth view of succession planning using the industry's best standards and methods.

Topics include: conception and development of a viable succession plan; recognizing potential issues; attracting, training and retaining great talent; preparing your company's future leaders well in advance, and identifying the key roles where succession planning needs to be an owner-level concern.

This 75 minute workshop is designed for Owners and Executives and any other team member involved in the business and strategic development process of your company. While this topic is heavily geared toward owners, this class is also valuable for personnel in leadership and financial management positions who are (or will be) involved in the company's growth and viability.

Align your team with the best succession planning practices and tools. This class is a discussion format, with plenty of time for questions from the audience.

WORKSHOP HIGHLIGHTS

- *Conceiving of and developing a viable succession plan that is individual for your business's needs*
- *Identifying and continually assessing the owner's goals and why this is of critical importance*
- *Learning methods to help ease the myriad stresses that succession can and will cause*
- *Understanding where the construction industry is headed and how to strategically use this information to your benefit in your succession plan*
- *Determining what your business is worth, internally and externally, by utilizing a variety of valuation methods*
- *Defining realistic timeline goals for talent and financing*
- *Assessing possible financial issues that might arise before, during and after a succession*

OVERVIEW:

If your construction company does not have an up-to-date succession plan in place, it should. Developing such a plan, however, can be taxing and emotionally draining on everyone involved. When faced with the process of changing out your business's leadership, knowing what the goals, potential pitfalls, financial landscape, and the overall future vision for your company is essential. Succession Planning at All Levels will give you the tools and information you need to help ensure that your company remains viable and strong through succession and into the future.

WORKSHOP PRICING (PER COMPANY)

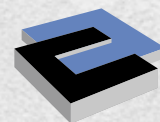
Who Should Attend?

This class is designed for Owners and Executives and any other Personnel involved in the long-term business and strategic development of your company, including leadership personnel and those tasked with financial management and overall growth.

\$75

PER COMPANY
With Early Registration

Contact Eilleen Dancel at (916) 251-4706
or eilleen.d@dbmteam.com with any questions



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Succession Planning at All Levels for Contractors

The **Profit Happens Here...** series is the result of codifying the experiences of our senior consultants into modules that can help construction contractors grow more profitably. These modules are delivered in a variety of formats including training workshops, assessments, tactical peer groups, tools, books, videos, one-on-one coaching, speaking topics, etc.

We are constantly adding new modules and enhancing existing ones based on feedback, client projects, changing industry conditions and input from new team members.

Current modules include:

| | | | |
|---|---|---|---|
| Business Development Tactics, Tools and Metrics |    | Pre-Planning for Contractors |   |
| Improving Labor Productivity for Contractors |    | Estimating Tools and Processes |    |
| Work-In-Progress (WIP) Management |   | Technology Infrastructure for Contractors |   |
| Integrated Systems for Contractors |    | Production Tracking |   |
| Change Order Management |   | Talent – “People Processes” |    |
| Cash Flow and the Project Team |   | Financial Processes for Contractors |    |
| Key Performance Metrics |    | Indirect Cost Management |   |
| Project Management Processes |   | Procurement (Purchasing & Subcontracts) |    |
| Effective Project Review Meetings |    | Construction Software Selection |    |

KEY:



ASSESSMENT



ONLINE CLASS



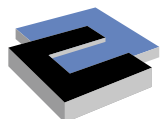
1 DAY WORKSHOP



ADVISORY CONSULTING PROGRAM



TACTICAL PEER GROUP



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GUARANTEE**
★★★★★

If you are not satisfied with the quality of the work, you are not obligated to pay.

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