



Practice Advancement Program

Transition Strategies: Getting Your Practice Ready

Course Description

Transition Strategies: Getting Your Practice Ready moves from understanding to action. This course puts the frameworks you learned in Transition Strategies: Understand the Transition Landscape to work: assessing financial and operational readiness, addressing the cultural and strategic dimensions of a transferable practice, understanding the tax, legal, and deal structure decisions that shape a sale, and defining the ideal buyer for your situation. Participants leave with a written readiness assessment and a clear picture of the buyer they are building toward.

Syllabus

Section One: Financial and Operational Readiness

- Where Part Two Begins: A Five-Step Map From Decision to Done
- Add-backs and Normalization Adjustments for Sale-Worthy Financials
- Operational systems and process documentation as transferable value drivers
- Beyond the Numbers: Closing the Remaining Gaps for Financial and Operational Readiness

Section Two: Cultural and Strategic Readiness

- Practice culture as a transferable asset and a due diligence factor
- Strategic positioning: how a clearly defined niche affects buyer interest and valuation
- Leadership continuity and the team readiness assessment

Section Three: Tax, Legal, and Deal Structure

- Asset sale versus stock sale: what each means for buyer, seller, and tax outcome
- Structuring the deal:
 - Legal entity considerations
 - Earnout structures
 - Leveraging your team: when to bring in each advisor as these decisions take shape
- Charitable entities and non-family beneficiaries as deal-elements and tax strategy considerations
- How deal structure and timing are shaped by market conditions, consolidation activity and competitive pressure

Section Four: Defining and Pursuing the Ideal Buyer

- Buyer types, what motivates each one, and how that shapes offer structure and negotiation approach
- Your ideal buyer profile: attributes, non-negotiables, and where to find them
- The courtship and outreach process: how to approach, vet, and communicate value to prospective buyers

