



Practice Advancement Program

Transition Strategies: Understanding the Transition Landscape

Course Description

Transition Strategies: Understanding the Transition Landscape builds the foundation every practice owner needs before any planning work can begin. Most owners arrive with a vague sense that something needs to happen with their practice eventually. This course replaces that vagueness with clarity: clear definitions, a grounded understanding of what their practice is worth and why, the frameworks a buyer would use to evaluate it, and an honest first assessment of where they stand. By the end of Part One, participants have the vocabulary, the valuation picture, the transferable value framework, and a first-draft People Map that will anchor everything that follows.

Syllabus

Section One: The Big Picture of Practice Transition

- Succession Planning, Exit Planning, and Transition: what each means and why the distinctions matter
- Why the timing of Transition Planning affects every option available to an owner
- A first honest assessment of practice readiness across five dimensions

Section Two: How Practices Are Valued and Sold

- How practice value is calculated and which earnings metric applies at different practice sizes
- The five types of Transition and how to identify which fits your situation
- How a practice sale is structured and why price and terms must be evaluated together
- The four types of buyers and what each one looks for in an acquisition

Section Three: Building a Practice Worth Buying

- The difference between a practice that is valuable and one that is transferable
- The eight transferable value factors and how buyers evaluate each one
- An honest self-assessment of your practice against all eight factors

Section Four: The People Equation

- The Powerhouse Transition Team: who belongs on it, what each member does, and when to assemble them
- The full human landscape of a practice transition: beneficiaries, stakeholders, ambassadors, and saboteurs
- Your first People Map