



Who Holds What in Succession Planning

Clarifying roles, responsibilities and coordination.

Succession Readiness & Continuity

Leadership continuity, value protection, and long-term clarity depend on how well these roles are aligned.

Business Owner or Current Leader

Holds authority for vision, timing, and personal intent related to succession. Their clarity about what comes next often sets the pace and tone for the entire process.

Family Members / Ownership Group

Influence expectations, governance, and long-term intent, particularly in family or closely held businesses where roles and relationships intersect.

Senior Leadership

Responsible for operational continuity, leadership development, and ensuring the organization remains stable and effective through transition.

Accountants

Clarifies tax exposure and share structure, identifying financial implications of succession so risks surface early and decisions remain feasible.

Legal Advisors

Provides legal structure, agreements, and governance frameworks that support succession decisions once direction and alignment are clear.

Financial & Wealth Advisors

Support financial readiness, personal planning, and long-term financial outcomes connected to succession and transition decisions.

Insurance Advisors

Address risk protection, funding strategies, and contingency planning to support continuity under different succession scenarios.

Leadership & Succession Facilitator (X5)

Supports structured conversation, alignment, and sequencing across stakeholders and advisors so decisions are thoughtful, coordinated, and sustainable.

Clear roles support better succession conversations and decisions.