

Succession Counselling

Höchsmann & Company specializes in the development of succession solutions for mid-sized industrial family businesses.

Without underestimating the significance of financial or taxation issues, our approach is based on our conviction that the people involved (senior management, possible successors, staff etc.) and their human relationships are the most important factors for sustained success following any succession decision.

This is why we have developed and provided consultancy services on the personnel decisions and emotional processes connected with executive and company succession solutions for over 15 years, even where no search assignments are involved. Succession counselling is the term we use for our holistic person-centred support in this complex transformation process.

Our service portfolio in the area of person-oriented succession counselling consists of the same basic elements as Höchsmann & Company's well-known consulting services. However, our instruments and assessment criteria are clearly focused on the special entrepreneurial environment and the many interconnected human aspects of a family-run business.



The diagram below gives an overview of our services in the area of succession processes:

Person-oriented Succession Counselling



Our concept for person-oriented succession counselling centers on the entrepreneur as an individual with his or her visions of the company's future, of the potential of possible family successors and last but not least, of his or her own plans for the next phase of life.

All these considerations are closely connected with the options for and consequences of an internal family succession or a solution involving an external manager. It is also important to develop alternative business continuity concepts that integrate new partners or active investors.