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SUCCESSION PLANNING PART 3 – IMPACT ON YOURSELF

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When I published my recent white paper on the financial impact of an advisor's succession plans, I knew I wanted to present a follow-up that touched on the impact of non-financial factors that advisors should consider when planning their exit strategy. I've done that over a series of three brief articles, which concludes with this one. In the first two articles, I focused on considerations for the advisor's team and the advisor's clients. I saved this final piece on the benefits to the advisors themselves for last because, frankly, most advisors I know never put themselves before their team or their clients.

Today, I would like you to think about yourself – your long career, your years of hard work, and your many accomplishments. Let's think about your options for a succession plan in terms of how it could best reward you. My recommendations won't be putting your interests above your clients' or your team's. In fact, as noted in my preceding articles, they'll benefit as well.

Straight up, the best succession plan for any successful advisor trapped in the wirehouse environment is to first go independent – provided they have the entrepreneurial spirit to own their own business.

Now take a minute to think about your own experience: you've always admired your clients who are entrepreneurs and business owners. You've felt aligned with them because you understood the responsibilities and accountability of running your own practice. However, you have a boss. Your entrepreneur clients do not. What they have instead is freedom.

The freedom and flexibility that comes with choosing to be an independent advisor is the primary driver that encourages wirehouse advisors to finally embrace the opportunity to call the shots on their own terms. You cannot overestimate the satisfaction and fulfillment of becoming an owner and leaving behind the yoke of being an employee.

An exit from a wirehouse also means that you no longer have to tread lightly or look over your shoulder, concerned that a corporate agenda or bureaucratic policy is looming over your ability to do what you think is best for your clients. Gone, also, will be any pressure from a compensation scheme that serves only to distract you from being the best advisor you can be.

As a result, you'll regain the bounce in your step, the pride of being a top-performing advisor. You may not even realize how mundane life inside the wirehouse has become for you. Maybe this is a factor in why you've been thinking about retirement. Starting your own business, however, is energizing – and you will find all the energy you need right around you, from your team, your clients, your family, and yes, the community of resource partners ready to help you succeed.

You shouldn't be surprised to learn that your clients will root for you. They recognize your best qualities and they believe in you – because you have been there for them for so many years. Your team will support your move because they recognize the opportunity you'll be creating to liberate them as well, from an increasingly toxic environment. Along with your family, your team will also be excited that you'll be building a legacy, one that truly acknowledges all that your life's work represents. When you choose to become an independent advisor, it's the capstone of a career dedicated to helping others.

YOUR NEXT STEP

Being an independent advisor means that you never have to go it alone. You'll find yourself having the great advantage of choosing the right resource partners to fulfill your vision for your new firm. At Sanctuary Wealth, we partner with entrepreneurial advisors who yearn to be free from the constraints of the wirehouse environment. We help them fulfill their commitment to serving their clients' best interests by surrounding them with value-added resources and services. The advisors in our national network all recognized the benefits of independence, where they have the freedom and flexibility to own the decisions behind everything: their own business, their own compensation, their own client offerings, and the terms of their own succession.

If you'd like to discuss how we can help you plan a transition to independence in the near-term, with the goal of retirement and succession in the not-too-distant future, please call on me today.

I'd very much like to talk to you about the options you should consider.

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