



CHALLENGES OF OWNERSHIP

WHAT KEEPS YOU UP AT NIGHT?

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RIPPE ASSOCIATES
FOODSERVICE DESIGN + CONSULTING





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- 2 Ownership Transition | Succession
- 3 Culture | Relationships
- 4 Operations | Liability
- 5 Closing | Questions

CHALLENGES OF OWNERSHIP

TODAY'S AGENDA

CHALLENGES OF OWNERSHIP

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CHALLENGES OF OWNERSHIP

OWNERSHIP TRANSITION | SUCCESSION PLANNING

How to prepare your firm for leadership continuity, protect its value, and navigate ownership transfer-whether through internal succession, merger/acquisition, or external sale.

Key Considerations for a Successful Transition:

- Understand who drives your firm's revenue
- Ownership transition goal? Legacy, growth, max. return
- Identify and develop future leaders/owners
- Timeline – 8-10 years
- Valuation
- Funding Options

LET'S DISCUSS:

OWNERSHIP TRANSITION

SUCCESSION PLANNING



CHALLENGES OF OWNERSHIP

OPERATIONS | LIABILITY

From contracts, insurance, and professional liability exposure to cybersecurity and data protection- and the governance, leadership structures, and management practices that ensure accountability and informed decision-making, we'll address the operational risks that can quietly threaten stability and reputation.

Managing Risk to Protect Stability & Reputation:

- Strengthen contracts, insurance coverage, and liability protections
- Establish clear governance and leadership accountability
- Implement cybersecurity and data protection best practices
- Proactively identify and mitigate operational risks

LET'S DISCUSS:

OPERATIONS & LIABILITY

PEOPLE | PROCESS
TECHNOLOGY | FINANCE



CHALLENGES OF OWNERSHIP

CULTURE | RELATIONSHIPS

In a competitive talent market, how do you attract the right people, preserve your firm's culture as you grow, and create pathways that keep high performers engaged long term?

How to build a Culture That Attracts & Retains Talent:

- Define and reinforce your firm's core values as you scale
- Create clear career pathways and leadership opportunities
- Foster strong internal and client relationships
- Implement strategies to engage and retain high performers

LET'S DISCUSS:

COMPANY CULTURE

RELATIONSHIPS

HAVE A QUESTION? LET'S CONNECT!



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