



Family Office Executive Transition Lab

Plan Your Success

Private Wealth is increasing significantly across the globe, with a consistent jump in the number of family offices serving the complex financial and investment needs of the wealthy. A family office executive is often hired to lead the organization and be responsible for the office's success. The executive's ability to effectively act as a strategic partner, manage multiple family and generational relationships, lead a team of investment and accounting professionals, manage external relationships, and proactively address evolving business or personal events for the family is critical to the executive's success.

Finding the right person with the skills to meet these needs can be challenging. However, once you find the right individual to fill this role, providing the executive all of the tools to meet the family's expectations is imperative.

That is why we created an impactful **Family Office Executive Transition Lab** experience – to help newly appointed family office executives, including those with prior family office executive experiences, make an effective transition.

Overview

The Transition Lab is a one-day experience designed to help new family office executives hit the ground running and develop a plan to accelerate success.

The plan is built around what have been found to be the critical work streams:

- Define and communicate your priorities
- Assess and develop a talent strategy
- Understand and influence key stakeholders
- Develop an action plan to execute priorities

Three keys to success:

1 Time

Significant new demands will be made on your time, and you must treat it like your most valuable asset. What are your priorities, where do you want to spend your time, and how will you enforce that?

2 Talent

Often, a new family office executive's biggest regret is not quickly responding to talent challenges and opportunities. Great talent enables your success and empowers your effectiveness. Do you have the right skill sets and is your team effectively deployed?

3 Relationships

Family office executives who proactively cultivate critical relationships find it easier to integrate family office planning with the family's vision. Who are your important stakeholders, and how will you collaborate with them?

A Place Built to Facilitate Your Success

The Lab is a confidential environment where you can brainstorm issues, address questions and evaluate priorities that will impact your transition. In the Lab, you will explore time, talent, and relationships, and identify critical success factors in each area.



Research-based content built on empirical data, research, focused expertise, and cumulative learnings from over 8,000 Lab sessions



Immersive methods and exercises based on behavioral research and team dynamics, and on conversations with your people



Relevant subject matter resources Diverse perspectives from specialists selected because they know your challenge, industry or business



Highly trained facilitators who specialize in intervention, disruption, alignment, and consensus-building



A custom-designed environment featuring movable panels, flexible furniture, and an intimate space built to spark conversation

Your breakthrough is waiting.

Take the first step toward your successful transition.

Planning Ahead

What family office executives can expect to explore in the Lab:

- **Transition experiences** - critical moments and organizational context
- **Hopes, fears, and legacies** - mapped to what is known about their stakeholders' agendas
- **Evaluate** - evaluate your organization's current capabilities of core family office competencies
- **Priorities** - use Deloitte's Four Faces framework to assess how to deploy your time for significant impact, and identify priorities and classify the urgency and importance of each
- **Confidence** - assess the preparedness of the family office to execute top priorities and ways to increase confidence in outcomes
- **Talent** - examine capabilities and bandwidth of direct reports, as well as the scope and efficacy of reporting relationships
- **Relationships** - focus on the strengths of specific relationships and influence strategies important to a family office executive's ability to achieve priorities
- **180-day plan** - create an action plan with specific milestones to pursue priorities



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MATTERS**
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