BIG CANYON ADVISORS

Family Business Continuity

Prepare the family and the business for what comes next.

Big Canyon Advisors helps family businesses navigate leadership, ownership, governance, and generational transitions – creating greater clarity and alignment so the enterprise can thrive across generations.

When is Family Business Continuity Most Valuable?

Family Business at a Crossroads	Preparing the Next Generation	Siblings Become Co-Leaders	Ownership is More Complex
A major transition, sale, growth decision, or change in direction is approaching, and the family is not yet aligned	Leadership needs to transition, but questions remain about readiness, development, roles, and how the current generation will let go.	A new generation is sharing leadership, but different styles, priorities, or visions are creating friction.	Active and passive owners, multiple branches, or a growing number of family shareholders are creating new governance and decision-making challenges.

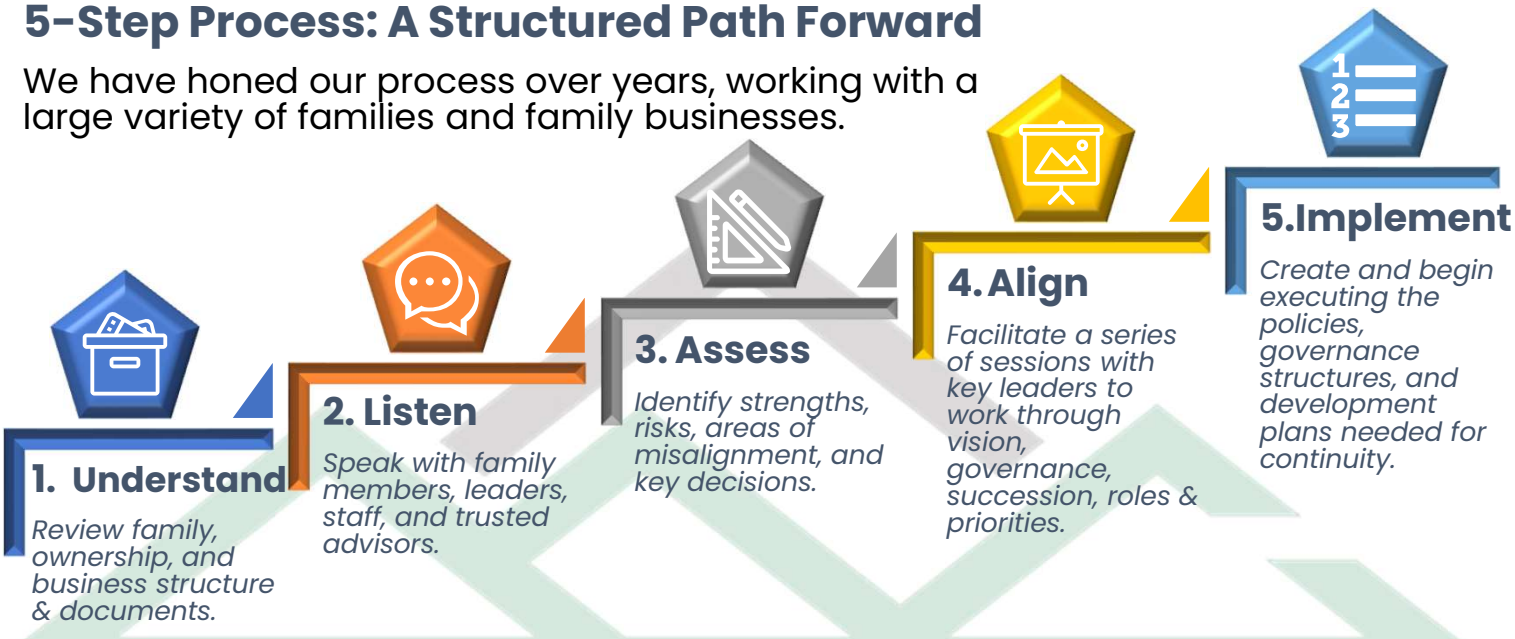
Controlling owner → Sibling partnership → Cousin consortium

Ownership evolution …

… requires governance evolution.

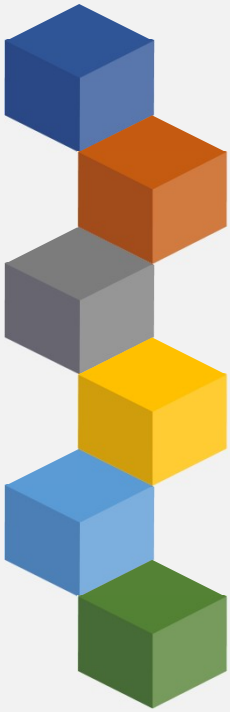
5-Step Process: A Structured Path Forward

We have honed our process over years, working with a large variety of families and family businesses.



Key Principles of Family Business Succession

1. Succession is **continuous** – not a point in time!
2. Start with the family's **vision**, values and culture.
3. There are lots of **roles** in the business and the family – not just a President or CEO.
4. Use a broad **pool** of candidates – family and non-family.
5. Intentionally create clear **development plans** for each potential leader.
6. The **business will decide** who the next leader is – don't designate someone prematurely.



What You Will Have:

- √ **Continuity Assessment:** A clear picture of current family, ownership, governance & business environment including strengths, risks, and priority challenges.
- √ **Family (& Business?) Charter:** Shared vision and direction, governance framework, succession & leadership development plan, and family and business policies

Why Families Choose Big Canyon Advisors

25+ Years of Experience

Advising families across generations.

Proven Methodology

Methodologies Charlie developed for two Big 4 firms.

Independent Perspective

Objective advice without product or transaction bias.

Integrated Expertise

Succession, governance, strategy & next-gen development.

Begin the Conversation





To discuss how we can support your enterprise, contact:

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Explore Continuity

Scan to learn more about our approach.

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