

OWNERSHIP TRANSITION AND SUCCESSION PLANNING

ABSTRACT

Decades of research in statistics illustrate that most successful businesses ultimately fail. In fact, only 35% of successful family businesses (and virtually all small businesses are family owned) survive through the second generation, and of those, only 20% survive through the third.

ROCG... the business transition specialists have this to say: “Less than 40% of business owners successfully transition their businesses”.

“Business Transition is the process of preparing a business to be transferred to a successor. If done properly it can be a rewarding experience. Handled improperly, an owner can encounter many pitfalls, regrets and financial reverses. It may become a nightmare. There are no second chances in transitioning a business”.

If research has shown that less than 40% of business owners succeed in **ownership transition** and there are no second chances in ownership transitioning, it therefore becomes pertinent to critically examine the topic: **Ownership Transition and Succession Planning**.

Etteh Aro & Partners (EAP) is a Nigerian Consulting Civil, Structural and Environmental Engineering firm. The firm was established since 1970 by Rev. Engr. E.I.I. Etteh and late Engr. Lawrence Arokodare. EAP has been through forty-one years of quality Engineering Consulting practice. Although these years have been tough and challenging, it has also been very worthwhile, and at this point, the firm is still standing strong and tall; beaming with hope for a better future.

This paper presents EAP; the past, the present and the future. It discusses where the firm is coming from and what it has been through. It also sheds light on where we are now. In concluding, it presents how the founding partners have been able to raise successors, and passed the responsibility of leading the firm unto these successors; who are capable of rebranding EAP, to give her a competitive edge in the future.