



Succession planning in companies

For continuous corporate success

Company succession is inevitable at some point and represents one of the greatest challenges for entrepreneurs.

Succession planning is a complex and demanding undertaking that should be approached with foresight in order to secure the future of the company.

Why is succession planning crucial?

- **Continuity:** It ensures the continuity of company management and minimizes disruptions in business operations.
- **Talent development:** Through targeted development and promotion of talent, the skills and knowledge within the company are strengthened.
- **Risk mitigation:** It reduces risks associated with unexpected changes in management.

Steps for successful succession planning

1 **Timely planning:**

Start your succession planning early to avoid time pressure and weakening your negotiating position. A proactive approach allows for a structured process.

2 **Independent company valuation:**

Realistically assess the value of your company by having an independent evaluation conducted by succession specialists. This is essential for fair price negotiations.

3 **Maximizing potential and reducing risks:**

Identify untapped potential and reduce risks. This includes cosmetic adjustments, strategic realignment, and the exploration of additional markets.

4 **Tax preparation:**

Clarify the tax consequences of the company transfer at an early stage to avoid surprises. Optimize the ratio between salary and dividends and prepare for the sale.

5 **Family arrangements:**

In the event of a transfer within the family, address inheritance issues early to prevent financial bottlenecks.

6 **Finding suitable buyers:**

Hire experienced professionals to find solvent and suitable buyers. A professional network and solid market knowledge are crucial here.

7 **Financing the transaction:**

Participate financially in the transaction to improve the sales opportunities: Flexible payment models such as earn-outs can be attractive for both buyers and sellers.

Conclusion

Planning a company succession requires well-considered decisions. A timely start and the use of expert advice are crucial for success.



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**Rafael Szucs**Leiter Key Clients
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Seek expert support as early as possible to plan the succession according to your wishes and ensure a smooth and beneficial transition. By making the right decisions early on in the process, you can overcome financial and legal challenges and make the most of your options.

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smzh for you

Our experts can support you with succession planning as follows:

- Review, analysis and preparation of company-specific and personal documents as well as determining the investment strategy for a successful company transfer
- Preparation of an information memorandum: A neutral presentation of all areas of the company. This includes, for example, products and services, market and competition, finances with detailed planning, and corporate strategy
- Creation of an integrated financial model and determination of the company value or value range
- Legal support in the context of succession planning



Call us at
+41 43 355 44 55
or make an appointment
online.

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**smzh ag**

Tödistrasse 53, CH-8002 Zurich

+41 43 355 44 55

contact@smzh.ch

www.smzh.ch

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