

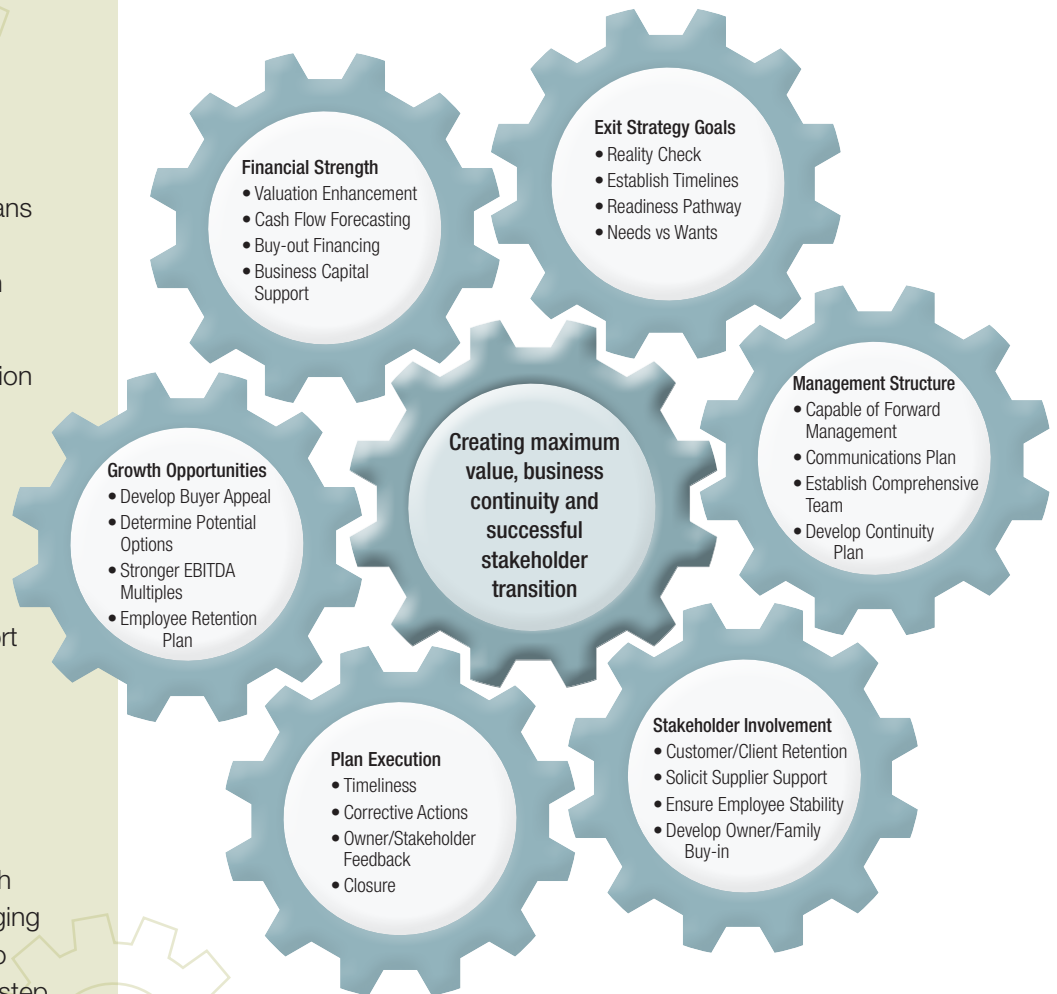
# Creating succession plans that work!

The Osborne Group Succession Planning Principals work closely with entrepreneurs and family business owners to develop customized exit strategies and plans focused on valuation, business continuity and a positive transition for staff.

We prepare businesses for transition by:

- building a solid financial picture
- strengthening the management structure
- defining attractive business growth opportunities
- ensuring all stakeholders support the exit plan

Ownership transition, whether intergenerational, a management buy-out, or a third party sale, can take months or several years to plan and implement. We work with owners from start to finish, managing the process while they continue to manage the business. Or, we will step in to help out when specialized advice and support is needed along the way.



# EXECUTIVE PERFORMANCE ON DEMAND

When you  
need it – For  
as long as  
you need it



The Osborne Group, a dynamic team of highly experienced executives, has been helping organizations succeed since 1993.

Our clients are small, medium size and multi-national companies, not-for-profit organizations and government agencies. Our services cover all functional areas and include:

- Interim management
- Project management
- Consulting
- Organizational development
- Planning

Our Principals have broad leadership experience and in-depth knowledge. We get to work quickly and get the job done to the highest standards.

On every assignment we:

- Focus on our client's needs first
- Collaborate to develop the best solutions
- Work with integrity
- Provide excellent quality service
- Commit to outstanding results



**THE OSBORNE GROUP**  
Executive Performance on Demand

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