

Blood or Competency – Part One

Smaller Organizations

One store operation:

- Do I have a separate office? Probably not.
- Office is likely at the store.
- Acting as more of a store manager...
 - But also HR, CFO, CEO, and so on

Example: When you want to keep the store in the family and avoid selling

- I want my son/daughter to take over the store.
 - They have varying degrees of competency.
 - Maybe they don't have the necessary experience or mental strengths.
 - What do you do?
 - Are they teachable?
 - Do they have a passion for the business?
 - Can they do what you are doing?
 - If not, is there someone else in the organization that can do some of those things?
 - At what point does it become a burden on the successor if they can't do everything necessary, or don't have the want to be there?
 - Develop a strong right hand that can work together with the successor.

