Management, Compensation, Succession

- Financial & Human Capital
- Is the need for financial capital increasing?
- Is the perception different from the reality?
- How might this influence recruitment, retention, compensation, succession?

Management

- What do you want to achieve?
- Mainstream activity or weekend chore?
- How soon do you bring in expertise?
- Usually small firms delay too long.
Seen through the eyes of young employees

- Why are small firms different - and better?
- Will you still be around as a firm in 10 or 20 years?
- Convince me of your commitment to independence.
- Why should I accept a lower package than I could get from a large firm?

Compensation

- In a small firm you can make a difference.
- Meritocracy – all firms claim it but only small ones can make it happen. SO DO IT.
- Profit Sharing – be generous but selective.
- Equity Ownership – how soon?
Succession

- Are professional life cycles getting shorter?
- Can the previous boss or bosses continue to have a role?
- Managing expectations.
- Better to pass on the baton too soon than too late.