LATER IS GREATER™ | KNOWLEDGE RETENTION & SUCCESSION PLANNING

5 Questions Every Business Owner Should Ask About the Person They Can’t Afford to Lose

A free resource from Later is Greater™

Most companies don’t discover the risk until it’s too late.
Start this conversation before a sudden absence forces you into reactive mode.

Use these five questions to start the conversation with yourself, your leadership team, or your trusted advisor before a departure forces you into reactive mode.

01 If this person gave notice tomorrow, what would break first?

Not what you'd miss eventually, but what would stop working in the first 48 hours. That answer tells you exactly where your operational risk lives right now.

Why it matters: The faster things break, the more critical the knowledge gap.

02 What knowledge walks out the door the day they do?

The troubleshooting instincts, the judgment calls, the workarounds that keep projects on time and equipment running – if this only lives in their head, it leaves with them.

Why it matters: You won’t know how much that knowledge was worth until the day it’s no longer there.

03 Which vendor and client relationships are personal to them, not to your company?

Which subcontractor picks up for them at 6am? Which supplier gives favorable terms because of trust built over years? Those relationships don’t transfer with a business card.

Why it matters: Relationship Capital is the most underestimated asset on your balance sheet.

04 Who would replace what they know, and how long would that take?

Not who would fill their seat but who would replace their knowledge? And if the honest answer is nobody or “years,” you have a single point of failure that needs a plan today.

Why it matters: Owner and key employee dependency can reduce company value by 40% or more.

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What would this loss do to your company's value if you were selling in the next three years?

A valuation can drop from $5 million to $1.5 million based on dependency alone, buyers discount for risk, and the time to fix it is before the transaction, not during it.

Why it matters: The buyer who discovers this risk first will use it against you at the negotiating table.

Ready to protect what your Legacy Leader has built?

A 30-minute introductory call is all it takes to identify the knowledge at risk and decide whether an engagement makes sense. No commitment required.

Schedule your call at www.laterisgreater.co

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