



## Infant (Startup)

- Value
  - the development of a concept, product or service and how to best differentiate from, compete and position within or disrupt an industry
- Funding
  - [seed capital](#) comes in many different forms and sources and can be used to provide market research, R&D and funding for early stage business operations
- Legal Corporate Structure
  - tax treatment, personal liability, shareholder requirements and many other [corporate tax structure considerations](#) affect this decision
- Founder Stock
  - [allocation of ownership](#) not only has a direct monetary impact but can help to better define the long-term roles of key employees and can be impactful on each of the following stages of a business life cycle
- Path for Success
  - completion of a [defined business plan](#) is a common denominator for many success start-ups



## Teenager (Growth)

- Organization
  - [organizational structure](#) helps to define roles and foster the firm's culture to align efficient growth
  - people, architecture, routine and the use of external and internal leverages define your resources and develop a priority order based on impact
- Compensation
  - as revenues increase, the [methodology](#) behind and [structure](#) of one of the largest business expenses becomes even more critical for continued growth
- Small Biz Retirement Plans
  - the [type of small business retirement plan](#) that is appropriate differs from business to business but can help reduce taxes and encourage employees to save for retirement
- Benefits
  - while "standard" and [required benefits](#) have changed over the years, they should still be viewed as equally critical as wages in recruiting new talent
- Innovation
  - the risk of becoming static and mature should encourage the creation of a culture of innovation in day-to-day tasks and new ideas that will help sustain development



## Adult (Established)

- Choice of Retirement Plans
  - as businesses grow, eligibility for and the benefits of [different retirement plans](#) change and [retirement plan strategies](#) evolve
- Profit Sharing Plans
  - with unlimited yet discretionary contributions, the [PSP option](#) is attractive for employers with unpredictable cash flow but can also carry higher costs and more complex administration
- Defined Benefit Plans
  - the [DB Plan](#) is becoming less common due to [how it functions](#) but offers higher deduction limits and fixed benefits making it potentially attractive to both employers and employees
- Highly Compensated
  - as businesses grow, owners that are qualified as a [highly compensated employees](#) must take additional considerations with PSPs and DB Plans
- Insurance
  - [Key Man Life and Disability Insurance](#) can become necessary for firms and families alike if a few critical employees are relied on for the livelihood of the business



## Retiree (Mature)

- Succession Planning
  - the [shift in management](#) requires thoughtful and proactive planning for a successful business transition
  - planning for the [transfer of ownership](#) involves several options and its own, separate matters both financial and non-financial
- Family Dynamics
  - whether the intent is to keep business in the family or not, [conflict prevention](#) and [conflict resolution](#) will ease the succession process for all parties involved
- Business Valuation Sale
  - after a work-lifetime of creating, building and establishing a business, the liquidation of that hard work with the help of a third-party broker can be accomplished in [varying methods and come with differing complications](#) but can be greatly impactful on the next stage of life, retirement