

Time for change

Parents will spend years preparing son to take over family business

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Experts often discuss why so many business owners fail to engage in succession planning, listing such things as a reluctance to give up control, fear of facing their own mortality or of a fate worse than death for many entrepreneurs -- retirement.

But there could be another reason: The belief that the greatest legacy they will leave their offspring is the business itself. With dedicated succession planning, business owners can pass on something much more profound: The mentoring and trust in their children that can be part of a successful leadership transition.

For [Marcus Miller](#) and [Donna Hawkins](#), owners of LEAPJob, a [Mississauga, Ont.](#)-based recruiting and salesforce consulting firm, succession planning is not about transferring an asset, it's about transferring the knowledge and expertise of entrepreneurship -- and that is exactly what they have been doing with their 30-year-old son, [Jeremy Miller](#), since 2004.

"It's been a remarkable experience," says Jeremy, who brought his own strengths to the business and within three months had led a rebranding that included changing the company's name from M & A Miller Associates to LEAPJob.

This year, LEAPJob celebrated its highest growth in revenue yet. "You have to create an environment that facilitates practice, change, feedback and mentoring -- and that allows the next generation to spread its wings," [Jeremy Miller](#) says.