F.G. PFISTER



Succession Models at a Glance

«What are my Options?»

Comparing Succession Models

In practice, Swiss SMEs generally consider five succession options: family succession, a management buyout or management buy-in, a sale to a fincial investo (private equity), or a investment by a long-term-oriented owner (such as a strategic partner). This comparison provides an initial overview. The most suitable option depends on the family, management team, industry, company size, and time horizon.
Our overview of succession models guides you through the key considerations in just 20 minutes. While it does not replace professional financial or business advice, it helps you explore the options available to you.

Criterion	Family succession	MBO/MBI	Strategic company	Private Equity	F.G. Pfister investment
Time horizon of the new ownership	Across genererations	Medium to long term	Depends on corporate strategy	Limited, typically 4–7 years	No fixed term
Preservation of independence	High	Generally high	Often limited	Varies, often linked to return targets	High
Location and brand	Preserved	Generally preserved	Depends on integration strategy	Depends on value creation plan	Preserved
Financing	Family assets, bank financing, seller financing	Equity, bank financing, seller financing	Funds of the acquiring company	Fund capital from institutional investors	Capital from the F.G. Pfister Stiftung
Role of existing ownership	Often continue to play a key role	Handover to management	Usually a transition period	Usually a transition period	Individual arrangement, often advisory or board role
Management requirements	Suitable successor within the family	Strong management team is essential	Management retained or integrated	Experienced, growth-oriented management	Sustainable operational leadership required
Implementation timeframe	Medium to long	Medium	Short to medium	Medium	Medium
Typical challenges	Suitability and family dynamics must align	Financing and management burden	Loss of culture, brand, or independence	Limited investment horizon and focus on value creation	Requires a clear business profile and shared values

PERSONAL CONTACT PERSON

You speak directly with the person who will be sitting across the table when decisions are made.

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