DOMENIC DIELE

The Advisor’s Guide to Transition Deals

How to understand the structure, economics, fit and tradeoffs behind a move — before a headline number makes the decision for you.

The right question is not “What is the biggest package?”
It is “Which structure best supports the practice I want next?”

Domenic Diele

A PRACTICAL DECISION FRAMEWORK FOR ESTABLISHED FINANCIAL ADVISORS

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PART ONE / READ THE WHOLE DEAL

A headline percentage is only the opening line.

Transition packages can combine cash, deferred incentives, growth hurdles, retention requirements and long-term platform economics. Understand the parts together, then test the assumptions behind each one.

01 **Upfront economics**

What is paid at closing or transition, how it is structured, and what can trigger repayment?

02 **Deferred and back-end value**

Which payments depend on time, asset retention, production, recruiting or other performance measures?

03 **Ongoing payout and expenses**

What will the practice keep after platform charges, staffing, technology, benefits and other operating costs?

04 **Equity and enterprise value**

Does the path create an asset you can own, grow, monetize or transfer later?

05 **Control and fit**

How do the service model, product access, brand, technology and operating responsibilities align with the business you want?

> **Decision Prompt**
>
> If the largest headline number disappeared from the page, which option would still create the strongest business five years from now?

PART TWO / SEPARATE VALUE FROM CONDITIONS

Build understanding before you build conviction.

Use the same categories for every path you evaluate. A consistent framework prevents one attractive feature from hiding a less favorable tradeoff elsewhere.

COMPARE	UNDERSTAND
Cash at transition	Amount, timing, form of payment and repayment terms
Deferred incentives	Vesting schedule, hurdles and measurement periods
Retention mechanics	Asset or revenue thresholds and how departures are treated
Recurring economics	Payout or net revenue after recurring platform costs
One-time expenses	Transition, legal, technology, staffing and setup costs
Benefits and support	Health, retirement, staffing, marketing, operations and succession
Equity potential	Ownership, valuation method, liquidity and transferability
Restrictions	Non-solicit, garden leave, confidentiality and post-employment terms

Nothing in writing until you are ready.

On a private call, we can lay your real options side by side with you. When you choose to advance, verify every definition and material term in writing — because “up to,” “target,” “estimated” and “guaranteed” do not mean the same thing.

PART THREE / PRESSURE-TEST THE FIT

The platform should fit the practice — not the other way around.

The same economic package can feel very different depending on how the model supports clients, the team and the advisor’s preferred role.

Client experience

- Will clients experience meaningful changes in custody, pricing, reporting or product access?
- Which households may need extra transition planning?
- What support is available during repapering and communication?

Operating model

- Who owns compliance, technology, staffing and vendor management?
- Which responsibilities move to the advisor or team?
- Does the model create the desired level of control?

Growth engine

- How does the platform support business development, marketing and recruiting?
- Can the team add advisors, expand services or acquire practices?
- Are incentives aligned with the growth plan?

Long-term optionality

- Does the model support succession, internal ownership or an eventual sale?
- How is enterprise value determined?
- What choices remain open if priorities change?

Four gates before a move earns a yes.

01 Define the decision

Write down the three outcomes the move must improve: control, economics, client experience, team growth, succession or reduced operating burden.

02 Explore privately

On a confidential call, talk through the realistic paths and their tradeoffs. Nothing is put in writing until you are ready to take the next step.

03 Diligence the downside

When you advance, ask what could delay, reduce or claw back value. Review restrictive covenants and transition obligations with qualified counsel.

04 Plan the execution

Map client communications, team roles, technology, licensing, documents and the first 90 days after a move.

Questions to ask before accepting terms

- Which dollar amounts are guaranteed, conditional or estimated?
- What assumptions drive the recurring economics?
- What happens if assets or production land below the target?
- Which costs are excluded from the illustration?
- Who controls the client experience and the business decisions?
- How does this option affect enterprise value and succession?

YOUR WORKING SCORECARD

Choose the factors that deserve the most weight.

Use this page to clarify your priorities before a call. Score each factor from 1–5 and assign its importance. The math will not make the decision for you, but it will expose where two paths are genuinely different.

FACTOR	IMPORTANCE	OPTION A	OPTION B
Client experience			
Net economics			
Control			
Team support			
Growth potential			
Enterprise value			
Succession / exit			
Execution risk			

Ready to talk through your real options privately?

On a private call, we'll lay the relevant structures side by side together — package economics, platform fit, control and long-term enterprise value. Nothing is put in writing until you are ready.

Call or text (917) 678-8967

Important: This guide is educational and is not legal, tax, securities or investment advice. Actual offers and terms are determined by third parties after diligence. Consult qualified legal and tax professionals before acting.