Chapter	2
Activity name	What needs to be handed over?
Version	1.0
Activity Objective	The following activity is designed to help get more consciousness about what needs to be handed over, and to raise awareness of the need to do it wisely.

Activity Instructions

Reflect on how much knowledge, decision rights and wisdom are required to be handed over to future leaders. The score is entirely subjective, and it may be difficult to set. However, the intention is to raise awareness of each of these items. It also raises awareness of your level of participation.

Activity Hints:

Primary question	**Guidance questions**	**Score**
How important are the values of the owners to the success of the business? Record this as a percentage. A low percentage would mean that they are not important.	*What do you value?* *What makes you angry or frustrated?* *What makes you happy and satisfied?* *What behaviours are acceptable and unacceptable in your business?*	
What percentage of commercial decisions?	*Think about expenditure decisions.* *Who gets to spend what when?*	
What percentage of people are you a team leader or manager for?	*If someone wants an increase in salary, who makes the call?*	
What is the percentage you contribute to future strategy?	*Do you ake the call on changing your product offerings or entering new markets?*	
What is the percentage of revenue you affect?	*Do you still sell the offering, and if so, what would happen if you did not show up tomorrow?*	
What percentage of commercial support do you give the company, such as debt support and guarantees?	*Do you manage the working capital of the business?*	
How much knowledge do you carry regarding the offering of the business?	*Do you have knowledge about the products and services that are not shared and distributed to others?*	
	Total (A value 700 or less)	
	Average	

