



## 30 Second M&A Newsletter Build Your Business While On Vacation!

The holidays are approaching, and as I prepare for time with my family I'm remembering several years ago when time away from the office was harder to come by. But as my team and company have continued to evolve and mature, I'm able to enjoy more time with my family.

Taking a break benefits both you and your team. You want to build a business that can operate without you. Sometimes that means you need to step away so your people have room to stretch and take on new roles. If you have to be on the phone constantly checking in and working on vacation, you may actually be hurting the value of your business. A business that is overly-dependent on the owner is not as attractive to a potential buyer.

Buyers want to see strong leadership teams, well-developed business processes, and proof the company will continue to run while you're gone. If you're not able to take an extended vacation now, start laying the groundwork. Start slowly. Stepping away from the business can be a learning process for both you and your team. In the past, I've gotten up early to check my email once a day while on vacation. This year, my goal is to unplug completely every other day. I'll admit, it's going to take some discipline.

Plan for emergencies. Ask your team not to call unless they have a significant need. If a phone call comes in from the office, you'll know something is urgent. You could do the same with texting. As you glance at your phone with no work text, you'll be assured that all is well.

Debrief when you get back. Book time on your calendar to meet with key team members and debrief right away upon your return. This helps you get up to speed quickly and ensures team members they'll have your attention when you return.

Be supportive. Acknowledge good work and be supportive of any decisions your leaders made while you were away. If you would have done something differently, discuss your thinking, but do your best not to reverse or undermine their actions.

Encourage others to unplug. Vacations are good for employee health and creativity. Reinforce that importance and encourage your team to delegate and cross-train so everyone is able to unplug. Your business will be better for it overall, and employees will be more understanding of your need for time off.

If you have the right people and the right processes in place, you should be able to take a week (or more) of vacation without a major disruption to your business. Show your people you have confidence in them, and I'm betting they will prove you right!!



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