

TALENT DEVELOPMENT

FROM INTERNSHIP TO OWNERSHIP

Associate Advisor Responsibilities

Associate Advisors' responsibility is to learn our craft and grow into the role of Lead Advisor. They are constantly shadowing the team - attending all client meeting, taking notes, writing follow up "to do" lists for the other advisors, making portfolio adjustments, scheduling follow up appointments, delegating service work to the RMs, and updating the CRM. When they are not in meetings, they help the team's Lead Advisors with investment monitoring and drafting financial plans.

Lead Advisor Responsibilities

The majority of the team's clients are handled by the Lead Advisors, who conduct client meetings, provide investment management, tax planning and financial planning services. In many cases, both Lead Advisors will work with some or even all of the team's clients. This team structure tends to encourage specialization among the Lead Advisors - perhaps one focusing on financial planning while the other focuses on portfolio strategy.

Lead Advisors are also encouraged to spend at least 20% of their time bringing new clients into the firm, preparing to become a Senior Advisor leading their own team - eventually making Senior Partner and becoming an equity owner of our firm.

Senior Advisor Responsibilities

Senior Advisors work directly with the team's highest revenue households, usually the top 20%, making sure they get platinum level service. Ideally, this takes about 20% of their time allowing them to devote the majority of their time to bringing in new A Level clients and managing the affairs of the firm. After meeting other requirements, Senior Advisors also become eligible to acquire an equity stake in the firm, joining the ownership group as a Senior Partner.

