**From:** AIA Small Firm Exchange ([sfx@aia.org](mailto:sfx@aia.org))

**Subject line**: Firm Ownership and Leadership Pathways

Ownership and Leadership Transition: Pathways to Success

How do firms succeed in transitioning ownership and leadership? What options are available to a firm founder who is approaching retirement? How can successors truly leverage the knowledge and connections of the founder?

Join the AIA Small Firm Exchange as we explore these questions and others with scenarios that illustrate the key qualities of different pathways to successful transitions.

Along with a case study illustration, this live course will include commentary by a founder who is currently in the ownership transition process as well as ample Q&A time.

Tuesday, September 21

4–5pm ET

Cost: $25 member/$40 non-member

Earn: 1 AIA LU

[Register now >](https://aiau.aia.org/courses/ownership-and-leadership-transition-pathways-success)

More from SFx

**AIA Best Practice: Pathways to Firm Ownership and Leadership**

Michael Strogoff, FAIA, discusses the primary issues in architecture firms related to ownership models, leadership succession, and leadership development in this [Best Practice on ownership transition](https://www.aia.org/best-practices/6419988-pathways-to-firm-ownership-and-leadership) (member login required). Learn how younger architects can take steps to becoming a leader within a firm and how emerging professionals make decisions regarding becoming an owner, a leader, or both. You can also search the entire [Best Practice library](https://www.aia.org/best-practices?query=) on aia.org.

**Financial Management Basics for Small Firms: How to Improve Profitability**

On-demand course | 1 AIA LU | $25 member/$40 non-member

In this [on-demand course](https://aiau.aia.org/courses/financial-management-basics-small-firms-how-improve-profitability), Rena Klein, FAIA, details four essential actions necessary to becoming more profitable: controlling scope creep, improving work processes, balancing staff skill with work types, and charging higher fees. Small firm owner, Chris Schmitt, AIA, provides real-time commentary on what this looks like in daily practice. Also, check out the [Small Firm Series](https://aiau.aia.org/small-firm-series) on AIAU —providing actionable tools, resources, and knowledge to grow your small firm into the prosperous business you envision.

**Become an SFx State Representative or Board Member**

The Small Firm Exchange’s annual call for board members is open until October 31. We are looking for volunteers who want to be a catalyst for change and make a positive impact on the architecture profession. The [SFx board](https://network.aia.org/blogs/matthew-r-clapper-aia1/2021/04/28/current-sfx-board?CommunityKey=5dccd29e-2089-48ae-8452-471d5068b76d&tab=recentcommunityblogsdashboard) is a great opportunity to network with peers, share resources, and advocate for small firms on a national platform. Interested? [Apply now](https://docs.google.com/forms/d/e/1FAIpQLSc8GWsybjGgnXw5XUuRT5QP69dOgQWMsJLDNkki3EhM9DRaFg/viewform) >

Given the dissolution of AIA regions, we are also developing a network of [state representatives](https://network.aia.org/blogs/matthew-r-clapper-aia1/2021/04/28/current-sfx-state-representatives?CommunityKey=5dccd29e-2089-48ae-8452-471d5068b76d) to serve as liaisons —delivering small firm resources to your state and local chapters and sharing your state’s small firm concerns with the national organization. Are you a connector? [Apply today](https://docs.google.com/forms/d/e/1FAIpQLSdhiMCQdshhvrGSYHWYqRNAWGG63STCyX_3COCeVuM6zOv0YQ/viewform) >

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SFx uses its social media accounts to highlight the great work we witness everyday from small firm practitioners around the country. [Submit today](https://docs.google.com/forms/d/e/1FAIpQLSdDrJf19GdwfSRqb04kGZAjBcZ8Qm1B4K02BI0F0HMH1ok-tQ/viewform) >

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