

Succession Planning

Wealth Advisor Team Profile

Burlingame, CA and San Ramon, CA



John Lau, CPA, CFP®

Managing Director, Principal



Helen Lau

Senior Vice President



Matthew Lau CFP®, EA

Senior Vice President

Support staff:

- Diana Cason, Vice President
- Michael Stephens, Vice President
- Jennifer Spence, Vice President
- Mark Ledbetter, Analyst
- Carmen Liu, Analyst

! Situation Analysis

John Lau had built a strong foundation as a trusted advisor within his family-based practice but found himself spending more time on administrative responsibilities than engaging with clients or driving growth. As he considered the next phase of his career, he realized he may benefit by being part of a nationally recognized firm—one that could help elevate his practice, streamline day-to-day tasks, and offer a broader set of capabilities to better serve his clients. After exploring various options, he joined Robertson Stephens to align with a firm that matched his values, offered best-in-class infrastructure, and enabled him to focus on what matters most: his clients.

🎯 Rationale & Goals

- National Presence: John was drawn to the credibility and visibility of partnering with a nationally recognized firm.
- Operational Efficiency: He wanted to spend less time on administrative tasks and more time doing meaningful work.
- Client Focus: He sought the freedom to focus on client meetings and relationship-building.
- Growth Orientation: He aimed to grow and build his practice without being bogged down by back-office duties.
- Specialized Support: He wanted access to a broader range of specialties and planning expertise to serve his clients holistically.
- Long-Term Planning: He recognized the importance of building a strong succession plan to ensure continuity for his clients and legacy for his practice.

🏆 Results & Outcome

- Gained brand strength and greater client confidence through association with a nationally recognized firm.
- Offloaded day-to-day administrative tasks, freeing up more time for strategic client conversations.
- Leveraged Robertson Stephens' deep bench of specialists to expand client services across estate, tax, and investment planning.
- Achieved meaningful growth by reallocating time toward business development and nurturing existing relationships.
- Joined a collaborative advisor community that supports long-term success while preserving his personal practice identity.
- Established a clear succession path, giving clients and his family peace of mind about the long-term continuity of the practice.