



Contemplating a Brokerage Move 2025

Introduction

If you are considering a brokerage move, SPARK has prepared a two-step guide to assist you in not only making your decision, but in the actual logistics of keeping your business flourishing during your transition.

This preliminary guide covers the FIVE key factors to consider early on as they may greatly impact the experience, ease, and fiscal impact going forward.

Suggestion One – Discretion

It has been said the more people that know about a deal, the less likely it will happen smoothly. The same is often true for a company change. We strongly encourage you keep your thoughts and exploration private until the timing is conducive to the best possible move. We find this to be true even in the case of amicable moves.

In many cases, there are elements that need considerable thought and organization (such as notifying clients, moving listings, or handing off projects) wherein there is the chance the client may suffer if we are handling things less than delicately.

As you begin your process, we are here to help support you. Keep your move private as you assemble the information that follows.

Suggestion Two – Secure Your Affiliation Documents

It may sound simple, but not having full copies of your Independent Contractor Agreement, Policies and Procedures, or other binding company documents can cause real problems. Find and secure (meaning off-site) any documents that stipulate your obligations, duties of discretion, or procedures in the case of a firm change. Many of these documents evolve over time – it is wise to have what you signed as well as any amendments or addenda that you might be subject to.

Suggestion Three – Review Your Affiliation Documents

Read your documents thoroughly and secure counsel if anything is unclear or not acceptable to you. Things like ownership of information, client ownership, non-competes, listing releases, etc. should be understood up front as they may factor into moving costs –

you want to make the best possible decision. There will likely be some restrictions on what you can and cannot legally take when you leave, and some things may be fairly assembled prior to your exit. You may have an excellent and supportive supervisor who is bound by company policy to handle things in an aggressive fashion. Know the rules early.

Suggestion Four – Why You Are Moving

At SPARK we want to foster intelligent, sustainable, and mutually beneficial relationships and we want our crew to be confident our company is the right fit.

Significant changes like this are rarely just about splits. Beyond keeping more of your paycheck, why could a new team really make a difference in your life? We want to know how to best support you – please let us know how we can work with you to make things more positive and beneficial for your personal business style.

Suggestion Five – Mindset

Changing firms can be a stressful experience if the logistics don't go smoothly. It is critical that you concentrate on the long game (your career) as well as the short game (current business). We are assuming that this move will create more opportunity, peace, and sustainability for you, or you would not be entertaining the idea. Stay focused on this and know that while positive change can often slingshot us to greater heights, there is rarely a transition without road bumps and there will be some cost (in time and money) as you pause to clear your head, learn the new systems, and get back to work. SPARK is built as a platform of empowerment and support – a potent tool in your arsenal. Know that we are committed not just to your movement, but also your experience, and we will do all we can to make it positive and effective for you. Everyone at SPARK came from somewhere else and our culture insists that we are all willing to connect with you and offer support and guidance (as you may be tasked in the future).

Not all brokerage cultures are the same. If you are experiencing a rough ride on your current exit, know that you are joining a firm where we believe your business belongs to you and should at some point you feel the need to leave SPARK, we will be there to champion your growth and make your transition the best it can be.

Finally...

When and if you are ready to make the move, let us know and we will forward to you the detailed version of our Move Preparation Guide, complete with a checklist and in-depth information on how to best transition. We wish you the best and hope that we can be of service.