

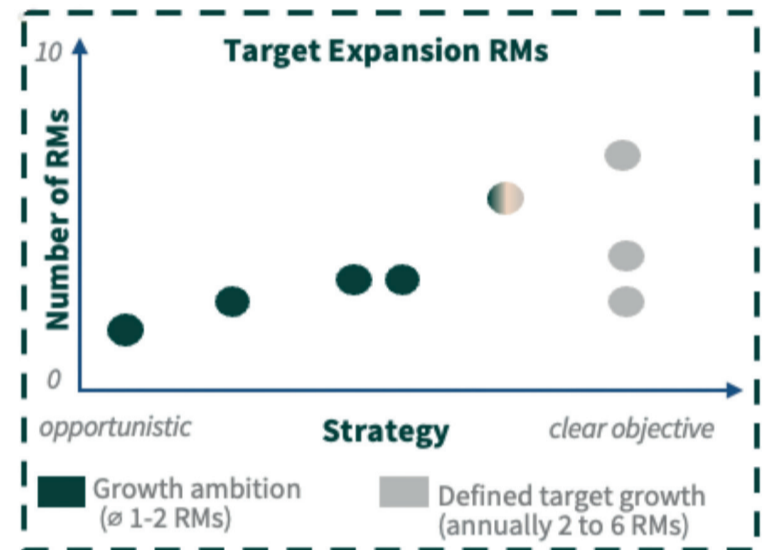
Stellar Market Analysis 2025

IAM-Market CH/LI – Growth, Succession and Relationship Manager shortage

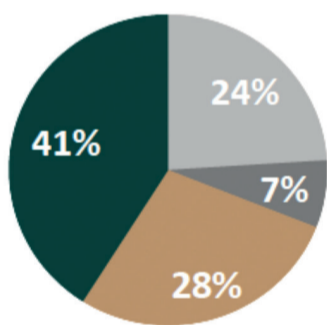
The market for independent asset managers is changing. A qualitative market analysis with IAMs demonstrates which topics characterise growth and succession and where strategic gaps exist.

Growth momentum in the IAM market

- **72% of IAMs** expect to gain market share
- Around **70%** of uVVs are planning a targeted **expansion of their customer base**
- „War for RMs“: **over 1,000** new client advisors needed by 2026
- **Growth** is often opportunistic, taking advantage of suitable circumstances and usually without a defined expansion plan.



Favoured succession model in the IAM Market



- External solution
- Other
- Still unclear
- Internal solution

- For around **60%**, a **succession solution** in the next 3-5 years is a key issue
- **28%** have **not** yet defined a **succession plan**
- **Internal solutions** are favoured
- External models such as **asset deals** or **partnerships** are considered as selective options

Recruitment logic & selection criteria in the IAM market

- **Cultural fit, business case** and **entrepreneurial thinking** are among the decisive criteria when selecting client advisors
- The majority are focussing on **continuous** and **organic growth**
- **Over 60%** have already worked with **headhunters** - trust, discretion and network are decisive factors
- **Stellar Executive Search** supports IAMs as a specialised and strategic partner in recruitment, succession planning and market expansion - with sound research methodology, market knowledge and access to top talent



Click here for the full market analysis :

<https://stellar-executive.ch/en/iam-analysis2025/>