

Two-day workshop for the family business owners:

# Transferring family business to new generation: processes, tools and practices

## Key topics

The role of entrepreneur in transition process

Factors of success and factors of failure in transition

Helping the next generation develop successful dynamic business and cohesive family

Next generation as a source of innovation

Opening new conversation in your family business

### Course building blocks Day1

#### Understanding the complexity of family business

- Business complexity
- Family complexity
- Building structures that deal with business complexity and family complexity

#### Family Business Management Tools (I)

- Governance:
  - Creating the right structure
  - The process of developing the structure
- Communication
  - Having difficult conversations
  - Equility vs. difference
  - Collaboration vs. rivalry

### Course building blocks Day2

#### Family Business Management Tools (II)

- Professionalisation
  - Levels of professionalization
  - Decision-making: analysis vs. intuition
  - Creating deliberate strategies
  - Building decentralized structures
- Succession
  - Creating a family agreement
  - Next-Gen: exploitation vs. exploration

#### Understanding your family business

- Mindsets, their reflection and change
- Taboos in family and in business
- Where is your family business and which predictable challenges to expect

#### Personal synthesis, insights and other elements for self-reflection and for opening a pleasant family conversation

#### Lecturers

- **prof. Alberto Gimeno**, ESADE Business School, Spain
- **prof. Jiří Hnilica**, VŠE, Czech Republic



**Alberto Gimeno** is director of International Family Business Lab and the Owner President Governance Programme at ESADE Business School. He is one of the founding members,

of the Family Business Knowledge group that researches and helps family businesses succeed worldwide. Prof. Gimeno also served as member of the Expert



Group in Family Business that advises the European Commission on such matters.



**Jiří Hnilica** is the head of Strategy department and the founder of the Center for Family Business at VŠE. He teaches Master course on Strategies of Family

Businesses and leads the research project on the role of family business owners together with French EDHEC Business School.

#### Dates

5–6 April 2018

#### Fee

10 000 CZK + VAT, in case you will be happy with the course, additional satisfaction fee for our support is welcome

#### Recommendation

the course is especially effective if attended together by members from more generations



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