

FAMILY BUSINESS PLANNING and SUCCESSION

GUARANTEERING A FUTURE IN A FAMILY-OWNED BUSINESS

**One-Day Workshop Facilitated by
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Course Objective

Corporate Governance issues, and the role of the Board, are complex, crucial and often difficult when the company is owned by a family and moves from generation to generation. The failure rate is significant. The successful transition from one generation to the next, from founder, to siblings, and on to the cousin consortia can be successfully managed and governance established by putting in place some simple structures.

In the workshop, you will learn that our model is built around a methodology which produces the vital components needed: an affirmation of Family Values, a Family Business Philosophy, and a Family Vision to enable a shared commitment and goals for the future.

Our methodology acknowledges the need for a Family Forum, a Family Council and a Family Charter. There are also issues to be covered such as the relationship of family members to non-family company managers, the involvement of family members in management and worker positions within the company, and ultimately, the succession of key positions including the Chief Executive Officer.

At this two-day workshop you will:

- Understand the methodology and step through the process of developing a Family Business Model to assist in the development of medium and long term succession plan development
- Work with the model to clarify arrangements between the Management Team and the Family
- Understand the need to create a Family Forum for ongoing communication in the best interests of the family and the company
- Learn to develop a Family Council specifying the membership, roles, and meeting requirements
- Develop a Family Charter with clear definition of the rules and protocols to govern the family business
- Understand and work with the Family Business Philosophy
- Link the Family Business Model with strategic and business planning process to map the future of the family business
- Examine the issues on relationship of family members with non-family managers and how to manage performance and accountability
- Learn to create Succession Program – career paths and training plans for family, non-family management, and CEO

Who Should Attend?

Family business professionals like founders, owners, and members of family owned business who want to enhance and preserve their family business. As well directors, CEOs, MDs, senior management and managers engaged or associated with family business companies will benefit from this course.