

Success factors in transfers of ownership in family enterprise

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The science of succession: Three keys

Research on more than 18,000 companies says:

- Board of Directors
- Strategic Planning
- Family Meetings

Don't Smoke
Exercise
Diet

What are your chances?

- 30% Survive per generation
- Fewer than 3% survive into the fourth generation

1-2	2-3	3-4	4-5
.3	x .3	x .3	x .3
	.027	.0081	.0024
30%	3%	1%	<1%

What is the best kind of succession?

- A smooth baton pass?

NO

- A fight between generations?

NO

- A new division or separation of operations?

NO

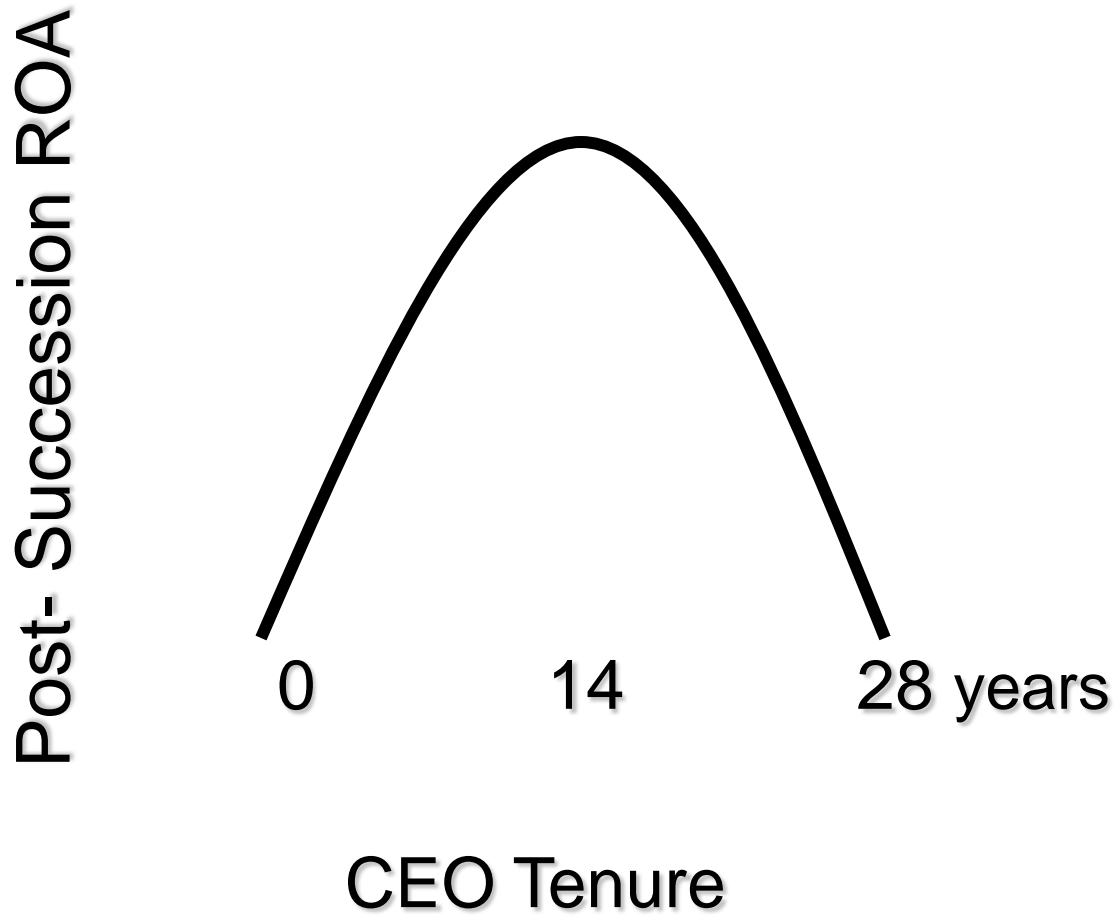
- Unexpected takeover due to older generation incapacitation?

YES, but with some big risks

- Is this what we should plan for???

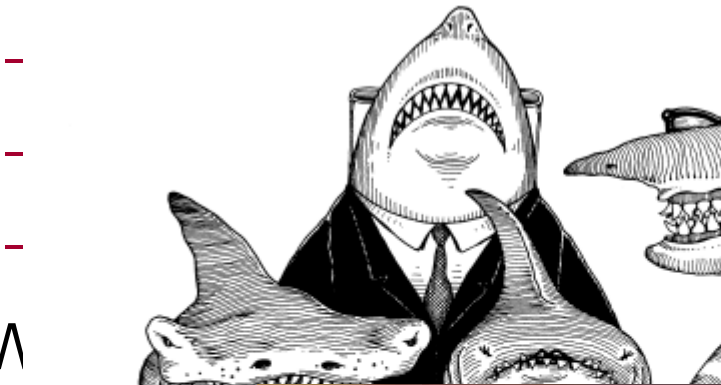
NO

When to worry



Three things to consider

- Who chooses?



- W

- W



- Two parties responsible and how is a permanent



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