

MANAGING FAMILY AND **NON-FAMILY TALENT** IN FAMILY BUSINESS

FEBRUARY 20th, 2020

WORKSHOP FEE
PKR 25,000/-
PER PARTICIPANT + 5% SST
Inclusive of course material, IBA
workshop certificate, lunch / refresh-
ments & business networking

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Trainers Profile:

Mr. Kamil Shahbazker

Experience of Family Business: Out of his 50 years of work experience Mr. Kamil has spent 27 years working for Philips Pakistan and 23 years working with multiple families in various capacities including his own. He has accumulated rich experience in dealing with conflicts of interest between members of the same family and even cross relationships between multiple families that are involved in the same business. Even in the toughest of economic times when the relationships get most strained Mr. Kamil has proven to be a part of finding amicable and financially optimum solutions. For example, he was part of the preparation and execution of the private equity deal of Lotte with Kolson.

Teaching Experience of Family Business: Mr Kamil has been teaching at the IBA for the past 40 years in various capacities. Since the start of the "Family Business" program Mr. Kamil has been a part of the faculty for this program specializing in People Management.

Agenda:

Topic-1

- Introduction
- How is people management different in a family business?
- Challenges and issues
- Three circle model of family business

Topic-2

- Induction and grooming of Next Gen
- Creating an employment policy for Next Gen
- Grooming Next Gen for ownership

Topic-3

- Integrating HR for Family and Non-Family Talent
- Formalizing family involvement-Communication, Decision Making, Family Business Meetings
- Assessment and Compensation of talent
- Managing differences and conflict
- Parallel planning for the Business and the Family

Topic-4

- Succession
- Lessons from the oldest family businesses
- Management vs ownership succession
- Planning and process
- Succession and the family constitution

Program Overview:

The growth and sustainability of family managed business depends in part on its ability to attract, prepare and retain human resource and the creation of family communication culture. People management in family-owned businesses offer unique challenges.

In addition to the HR functions of recruitment, training, compensation and performance appraisals. HR has also to plan for succession, organizational structure and work to create a superior work ethic while preserving family culture.

Most family businesses begin as an entrepreneur setting up the business. Decision making is centralized and simple however as the business grows, complexity increases. The decisions related to human resource and preservation of family business culture become more complex and require the creation of HR systems.

Family businesses are faced with people management and communication issues such as:

- Inducting and grooming of children into family business
- Family managed business culture and importance of mentoring
- Creating a succession plan for the business
- Communication in the family business
- Building trust and improving communication and understanding

Who should attend?

- Owners of family businesses
- Sons and daughters of family managed businesses
- Women of family managed businesses

Why attend this workshop?

During the workshop participants will be able to

- Learn about governance tools such as family constitution
- HR and communication best practices
- Create a business and role plan for family and non - family members
- Appreciate different communication styles to improve communication effectiveness within the family business

For Further Information:-

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Experience

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