



Workshop on
**Governance for a Multigen-
erational Family Business**

 January 30, 2024

 IBA City Campus, Karachi

Program Overview

The successful transition from the founding generation to the next generation is a multi-layered and complex process. Family business governance education helps families learn of frameworks and tools needed for growth and successful multi-generational transitions.

The highly interactive workshop emphasizes learning through lateral thinking and peer to peer networking. In this workshop, experiential exercises such as “Design your own family constitution” will empower participating families to initiate governance conversations within their own families.

Learning Outcomes

This workshop is designed to:

- Understand requisites for growth and multi-generational transitions
- Architect Governance structures best suited for your family business
- Learn how to enhance family engagement and mitigate conflict
- Learn strategies to design and implement the family constitution
- Cultivate the stewardship mindset to create and preserve wealth

70% of family businesses die within 3 generations unless they know invisible selling - *Dharmendra Rai*



Topics Covered

Topic 1: Introduction to Family Business Governance

- Exploring the three-circle model: Seven sections of pressures & interactions
- Understanding conflicts, paradoxes & dilemmas
- Lifecycle of family business: How governance evolves at each stage

Topic 2: Family Dynamics: Communication, Cohesion & Influence

- Creating cohesion through a shared purpose
- Formalizing family involvement
- Institutionalizing effective family meetings and councils

Topic 3: Evolving From a Family Business to a Business Family

- Balancing family, ownership and management: Roles and responsibilities
- Crafting a Family Constitution
- How to establish an effective Board of Directors and advisory boards

Topic 4: Multigenerational Transitions

- Facilitating the rising gen to succeed at succession
- Letting go and exit styles
- Lessons from enduring legacy family businesses



30,000+
Participants Trained
Since 2009



845+
Trainings
Since 2009



60+
Open Enrolment
Workshops Every Year

Investment

PKR 50,000 +5% SST

Who Should Attend

Curated for the family business system including:

- Working and non-working family members
- Spouses and the next generation of family members

It is advisable to encourage several family members to attend, A shared understanding of governance makes it easier to implement discussed ideas.



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