

Family Managed Business Workshop Series

Session 4

Building a Business That Thrives Beyond the Founder

Scaling the Business Beyond Individual Dependence



The Challenge

The business relies heavily on a few family members, while there is hesitation in introducing professional management and formal systems.

Who Should Attend

- Founders
- Next-Gen Leaders
- Decision Makers
- Growth-Ready Owners

What You Will Work On

- Identifying where informality is limiting growth
- Designing roles for non-family professionals
- Building systems for accountability and performance
- Managing trust and control during transition

Takeaway

A professionalization roadmap for sustainable growth

Trainer



ADEEL SHAHID

Head – Family Business Program (IBA-CEE)

With over 20 years of experience in business transformation and strategic renewal, Adeel Shahid brings a powerful blend of financial discipline and organizational change expertise to family-owned enterprises. As a Fellow Chartered Certified Accountant (FCCA), he specializes in helping family businesses professionalize governance, clarify roles between ownership and management, prepare next-generation leaders, and align strategy with long-term legacy goals.

Adeel has previously worked with leading global organizations including PwC, Deloitte, General Electric, Saudi Arabian Airlines, Heinz, British American Tobacco, and SC Johnson, bringing global best practices into practical, real-world business contexts.



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