

# 'BOOMERANG'

A hand holding a boomerang against a blue sky background. The boomerang is light brown and curved. The hand is dark-skinned and is holding the handle of the boomerang. The background is a bright blue sky with some light clouds.

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# You're not alone!

*“The succession intentions of next generation members are low and are even in decline”*

*How to choose & navigate your own leadership path*

*We're here to help: programme details + selected learning materials:*

*[www.nextgenerationcoaching.co.uk/knowledge-base/html](http://www.nextgenerationcoaching.co.uk/knowledge-base/html)*

According to  
the Family Business Institute,  
only

**30%**

of family businesses  
survive a transition to the  
second generation of leadership, and  
only

**12%**

make it to the  
third generation.

## Intention to *take over* Family Business

Almost 20% of students whose parents have a family firm express a *willingness* to take over at some stage

But only:

3.5% *intend* to take over directly post graduation

# What drives succession intentions

Birth order

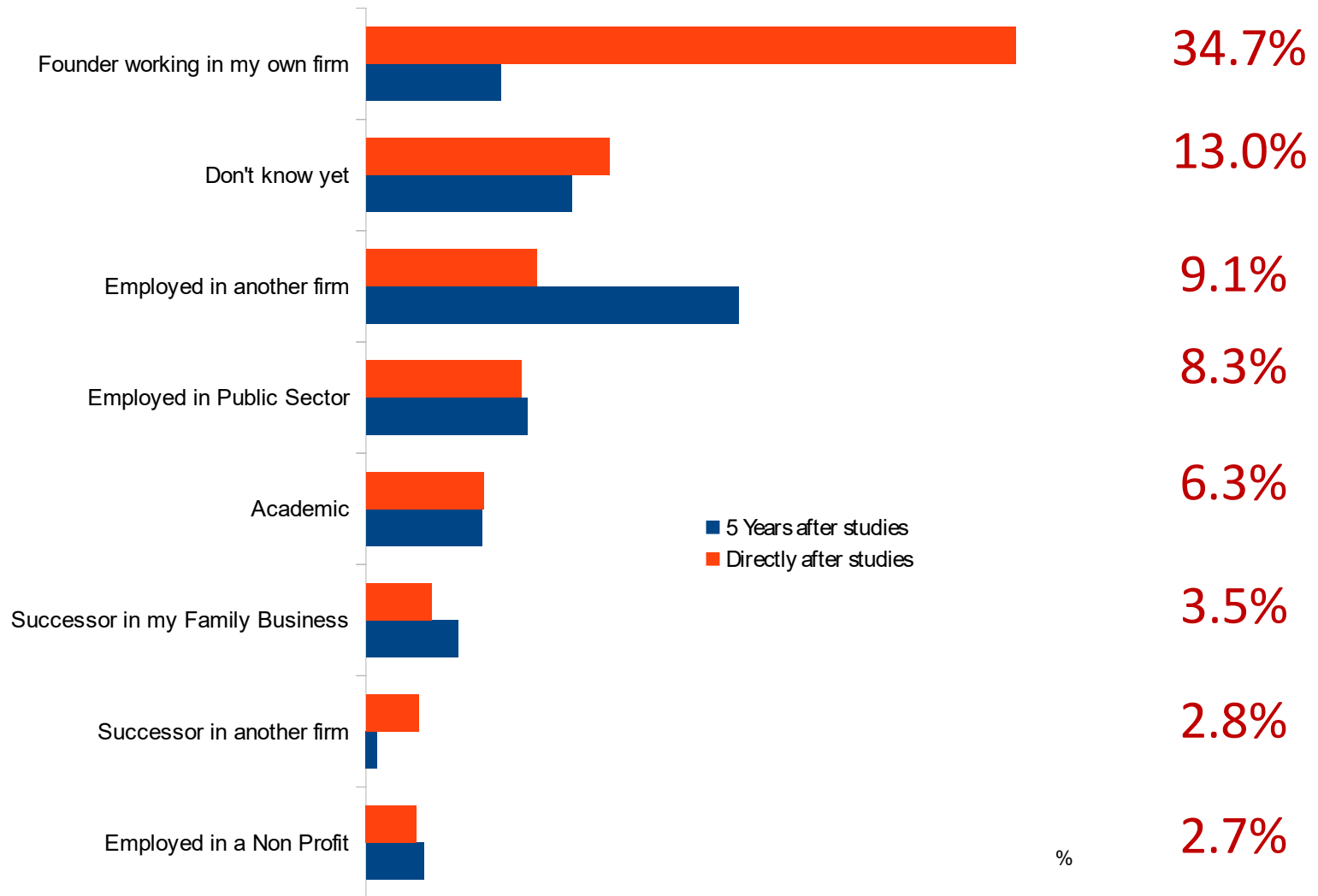
Gender

Taxes

Culture

GDP/growth

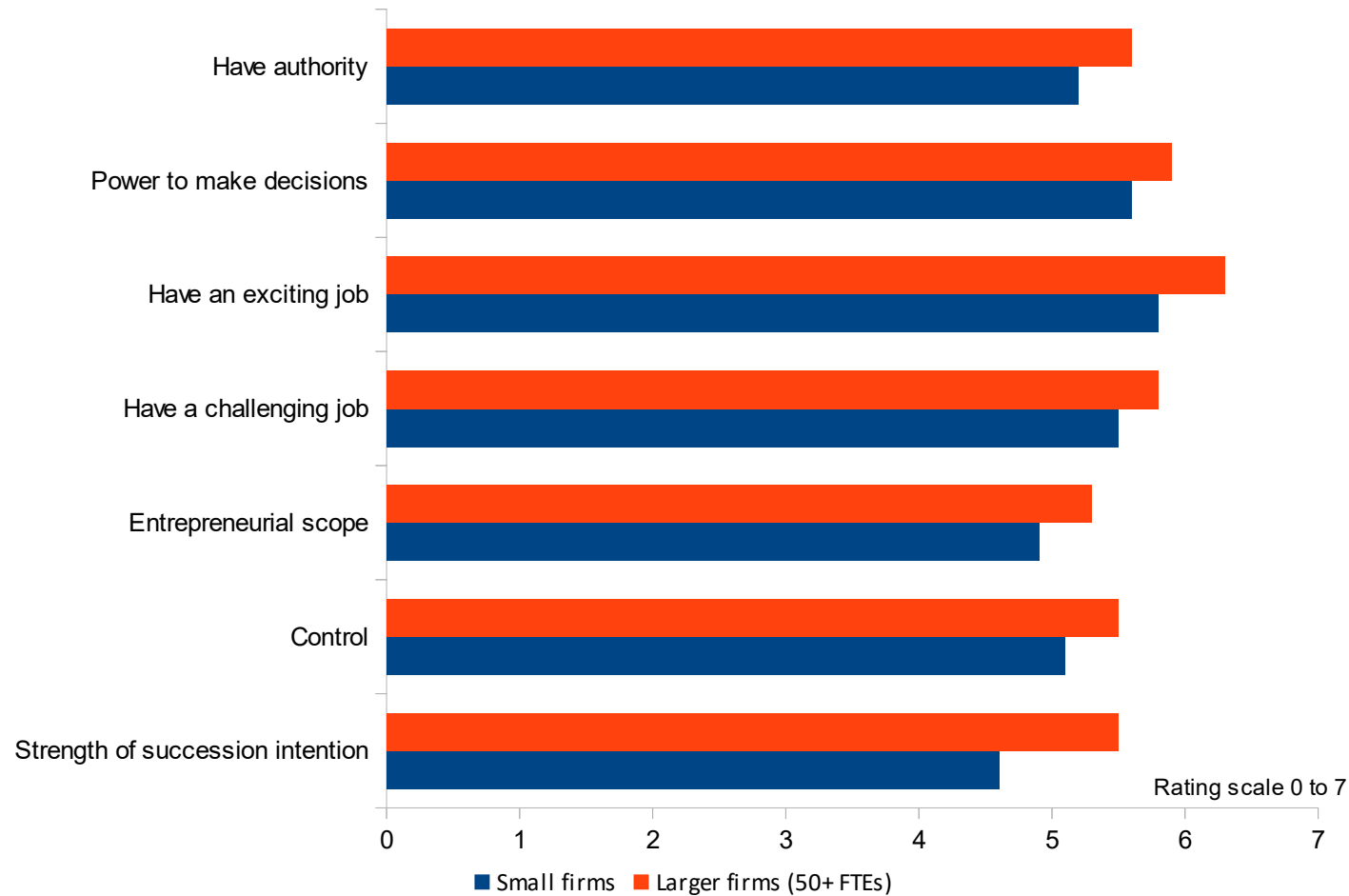
# Career intentions over time



## Intentions of students with Family Business background

Source: *Global University Entrepreneurial Spirit Students' Survey 2014*

# Family firm size and succession intention



## Intentions of students with Family Business background

Source: *Global University Entrepreneurial Spirit Students' Survey 2014*

# To Join Or Not To Join?





# Athina Kafetsiou

- **Global CEO & Executive Coach**  
*The Executive Lounge* London | Dubai | Global
- **Success & Leadership Acceleration Coach**
- **UHNW & large Family Business Growth expert**
- **Executive Coach** for top B-schools
- **Founder: The Y-Executives Academy** *for mid-tier professionals in the City and Family Business cross-generational leadership alignment*
- **Co-author:** 'The MBA Admissions Handbook, 2015
- **Clinical Psychologist (BSc)/Business Psychologist (MSc)**
- **SEMBA2007, London Business School**

# Nicolas King

- **Business Coach, London/ Global**
- **Specialist in entrepreneurial management for fast-growth business**
- **Publications: 'Corporate Venturing' ; 'Enterprise Express' ; 'Exit Strategies' ; Wiley, London; 'Networking; work your contacts to supercharge your career', Infinite Ideas, Oxford**
- **BSc Psychology; MBA INSEAD**
- **Member, Enterprise 100 at LBS**

# 'My Situation' break-out groups

**Tell us about your current situation and plans:**

- 1. Work in pairs. Ask your partner about their situation and their future plans. If you like, use the 'My situation' topics provided as a starting point. After around 3 minutes swap round. Total around 5-7 minutes.**
- 2. Then work as a group; one member presents their partner's situation to the others, who listen carefully and provide feedback & suggestions. Take around 5-7 minutes per group member. Repeat as long as time allows.**
- 3. One participant per group records main points to share when we re-assemble**

# 'My situation' topics

- **My family business: sector, industry, leadership, current challenges**
- **My present (recent) role and responsibilities**
- **Family business relationships - issues and challenges**
- **My own ambitions/ scope for fulfilling them within my family business**
- **My reason for wanting to join family business/ what's holding me back**
- **My preferred options.**

# Concluding thoughts

**Any queries?**

**Next steps...**

**Evaluation forms**

**Full programme/ learning materials:**

**[www.nextgenerationcoaching.co.uk/knowledge-base/html](http://www.nextgenerationcoaching.co.uk/knowledge-base/html)**