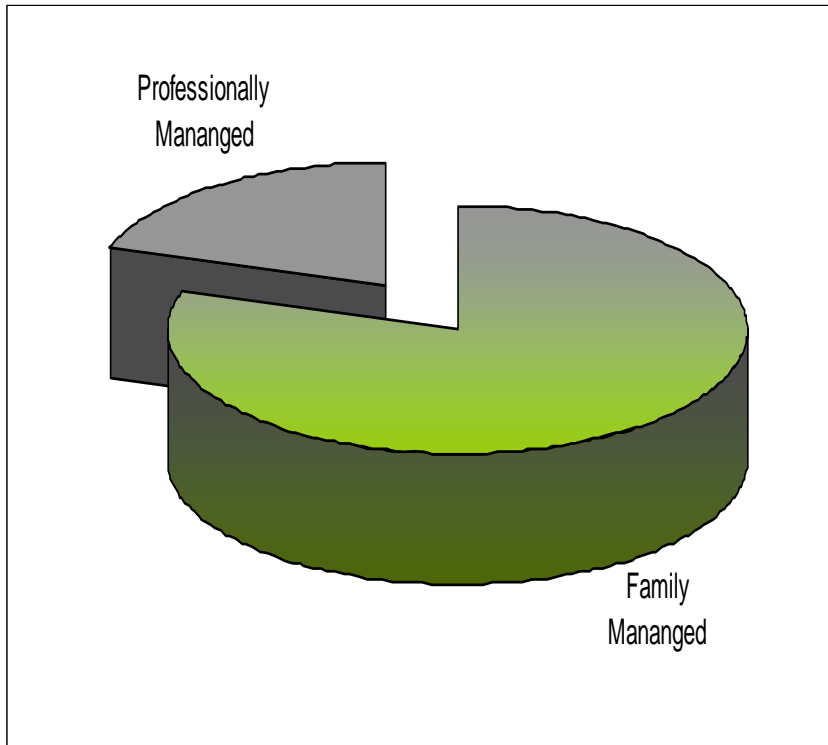


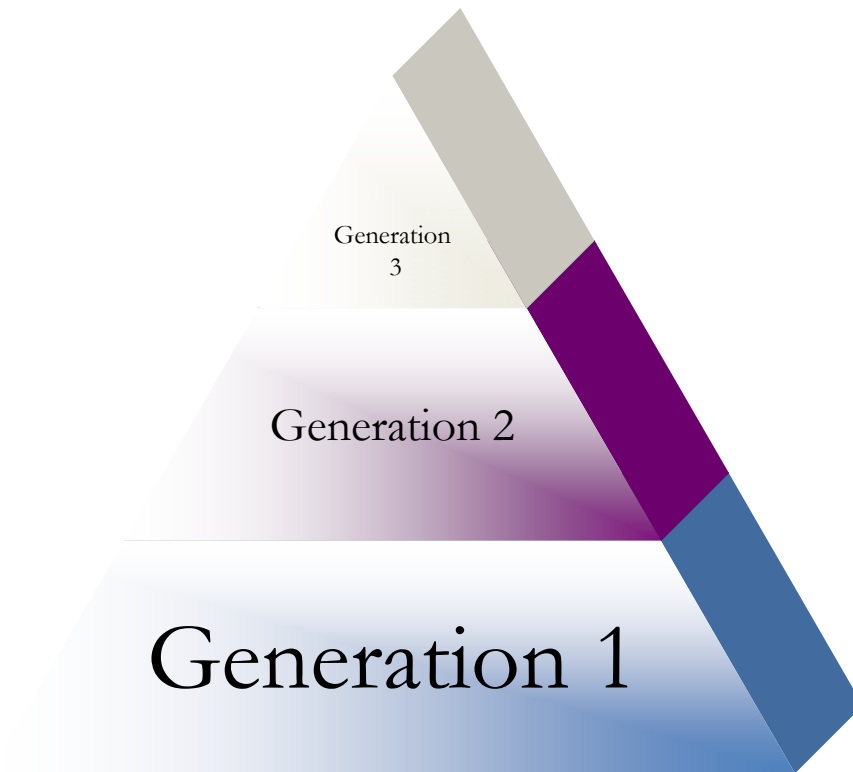
# Business Consulting for Family Managed Businesses

# The Context



- All across the world 80% of business are family managed
- Founder starts the business with a view that their forthcoming generations will continue to manage and grow the business

# The Context



- What does historical data show:
  - Generation 2 – 33% survive
  - Generation 3 – 15% succeed

# What goes wrong?

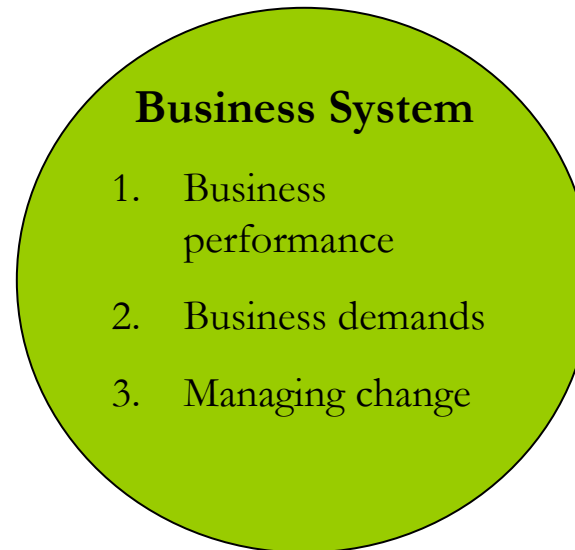
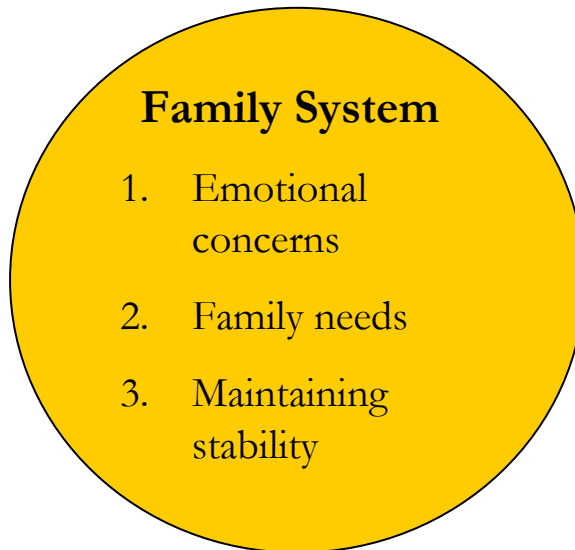
- Ownership issues
- Conflicting personal opinions about business and growth
- Lack of trust
- Absence of planning:
  - For business growth
  - For family members working in the business
  - For family members not working in the business

# What goes wrong?

- Intermingling of emotional issues with business issues
- Accountability issues for family as well as non family members
- Unclear HR issues like:
  - Roles, Responsibilities, Authorities, Reporting protocols
  - Performance metrics
  - Compensation and rewards

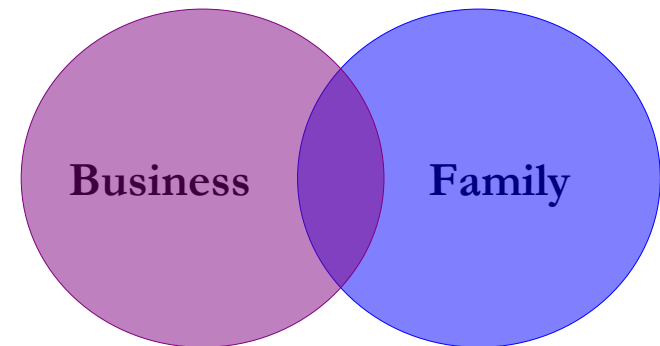
# Can this change?

- YES, in family managed business you are working on two systems, which has different goals



# Can this change?

- You need to create a system which will balance business and family systems. Which creates:
  - Trust
  - Commitment
  - Business effectiveness
  - Family harmony



# How can it be done?

bridging generations. building enterprises.



- Separating family issues from business issues.
- Create a vision for Family and for the Business and ALIGN it.
- Create a strategic roadmap to achieve it.
- Evolve an organisation structure, which carves out specific roles, responsibilities and reporting relationships for family members as well as non family key employees.
- Improve communication and create a platform for addressing conflicting issues.

# How can it be done?

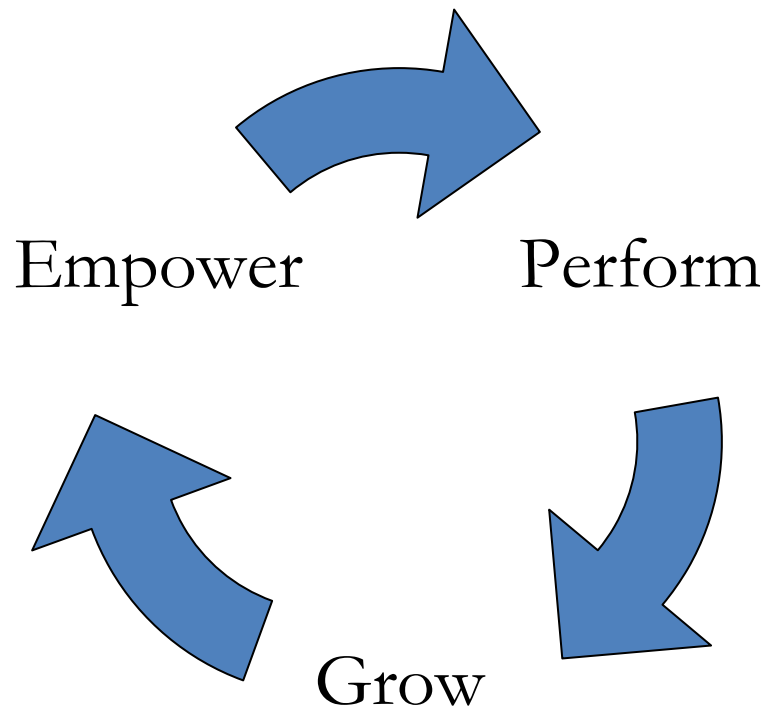
bridging generations. building enterprises.



- Design performance metrics and reward structure.
- Instilling a systematic review mechanism
- Successful induction of young generation family members as well as non family professional managers.
- Career planning and succession planning.
- Instituting active Family Council to address ownership issues

# Who will help?

Our working methodology



- At MBMC, we have focused our business consulting for Family Managed Business
- We help create Family continuity in managing your family business
- We help building higher self esteem for the individual positions in the organisation

# Why MBMC?

- Experienced of working with family business.
- We adapt and we help you adapt.
- Ability to transfer knowledge and skills to your organisation.
- Committed to work with understanding of your needs.
- Providing solutions which can help management realize its vision.

# Who drives MBMC?

- **Mr. Sandesh Mestry** – B. Com, PGDM (SPJIMR)
- **Mr. Chandrashekar Bhat** – B.Sc. (Maths), DMM (Weligkars)
- **Dr. Jyotsna Dhuru** (PhD) – M.Sc., Fellow IIM – A
- **Mrs. Pratima Havaladar** – MA, PG Certificate Course in Applied Psychology
- **Dr. Aashiesh Tavkarr** (PhD) - Doctorate and Masters Degree in Management from Belford University USA.
- **Mr. Arun Gokhlay** – M.Com, ICWA,
- **Mr. Suresh Raje** – B. Com, ACWA. ACS, DMA, DSM (Hon).

# Where to reach us?

bridging generations. building enterprises.



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