



# MANAGING FAMILY ENTERPRISE CHALLENGES

## Menjawab Masalah Apa

Perusahaan keluarga (*Family enterprise/Family business*) adalah sebuah bentuk usaha dengan adanya keterlibatan keluarga, baik dari segi kepemilikan dan/ataupun manajemen, dalam usaha meraih tujuan perusahaan antar generasi (Liz, 1995). Pada perusahaan keluarga, partisipasi keluarga dalam mengelola perusahaan, memiliki kontribusi yang besar bagi perusahaan karena biasanya anggota keluarga sangat loyal dan berdedikasi tinggi.

Meskipun demikian, pada banyak studi ditemukan bahwa, tantangan terbesar perusahaan keluarga adalah bagaimana pengelolaan perusahaan keluarga secara profesional. Tantangan tersebut perlu diatasi agar perusahaan keluarga bisa tetap bertahan dan terus berkembang. Oleh karena itu penting bagi perusahaan keluarga memahami cara pengelolaan perusahaan secara profesional.

## Manfaat Apa yang Anda Peroleh

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Sistem kepemilikan perusahaan keluarga
- Tata kelola perusahaan keluarga
- Pengelolaan konflik perusahaan keluarga
- Rencana suksesi perusahaan keluarga

## Apa Saja yang Dibahas

- *Dynamic system of family ownership and business*
- *Family and business governance: Governance structures and agreements in the 3 circles model (Family council and its code of conduct, board of director and its policies and procedures; shareholder group and shareholders agreement)*
- *Principles for conflict management: mechanisms of business families address and manage conflict*
- *Succession planning: Leadership approaches and roles in succession*

## Siapa yang Perlu Ikut

- Manajer pada Perusahaan Keluarga
- Pemilik /Owner Perusahaan Keluarga

## Problems To Be Addressed

*Family enterprise/Family business is a form of business with family involvement, whether from ownership and/or management, with aims to achieve company's goal, across generations (Liz, 1995). In company business, family participation in managing the company, it offers large contributions for the company, since members of family are very loyal and highly dedicated. In many studies, it was found that the biggest challenge for family business is how to manage the company, professionally.*

*This challenge must be overcome, so as this family business will be able to sustain and grow. Thus, it is important for family business to understand how to manage the company, in professional way.*

## Objectives

*Having attended this program, the participants are expected to be able to:*

- *Family business ownership system*
- *Family business governance*
- *Conflict management in family business*
- *Succession planning in family business*

## Subjects Covered

- *Dynamic system of family ownership and business*
- *Family and business governance: Governance structures and agreements in the 3 circles model (Family council and its code of conduct, board of director and its policies and procedures; shareholder group and shareholders agreement)*
- *Principles for conflict management: mechanisms of business families address and manage conflict*
- *Succession planning: Leadership approaches and roles in succession*

## Who Should Attend

- *Manager in family business*
- *Owner in family business*

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