



FAMILY BUSINESS NEXT-GEN ENGAGEMENT PROGRAM

Helping Next-Gen Find Their
Voice and Role



Family Biz
Solutions

ABOUT THE PROGRAM

PURPOSE

The program prepares Next Gen to get settled in established family businesses by exploring their evolving roles, understanding family dynamics, and building confidence, and connection.

WHO IS IT FOR?

- Present & next generations of business families
- Father-sons, brothers, cousins, and in-laws working together
- Students in their final years of education preparing to join the family business
- Family members already working in the family business seeking clarity on their evolving roles within the family enterprise
- Senior family leadership preparing to induct next-gen in their business
- Spouses of working family members



PROGRAM THEMES

- Understanding the Family Business Ecosystem
- Discovering Personal Identity & Purpose
- Building Trust Across Generations
- From Participation to Responsibility
- Shaping Your Future in the Family Business
- Leading with Clarity and Purpose

PROGRAM STRUCTURE

Group Workshops & Peer Learning

- Small groups of participants with diverse backgrounds
- Facilitator led class discussions
- Weekly 90 minutes

One-on-One Mentoring Sessions

- Confidential personalized conversations
- Monthly 60–90 minutes

Toolkits & Resources

- Role clarity worksheets
- Conversation templates for tough family topics
- Personal values discovery exercises

Expert Facilitation

- Experienced advisors with deep family business knowledge & experience
- Background in strategy, leadership, governance, and family dynamics

Interactive Learning

- Case studies based on real-world family business scenarios
- Interactive exercises & group discussions
- Role-playing & simulations
- Guest speakers (successful family business leaders & experts)

Confidentiality & Trust

- Strict adherence to confidentiality
- Creating a safe space for open dialogue



**SCAN
TO REGISTER**



SIX-WEEK PROGRAM OUTLINE

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WEEK 1:

ME, MY FAMILY & OUR BUSINESS

Key Topics:

- The 3-circle model: Family, Business, and Ownership
- History, values, and unspoken rules of the family enterprise
- Mapping role, influence, and future trajectory
- Why family businesses are unique and complicated?
- Activity: “My Family Business Story” timeline

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WEEK 2:

IDENTITY, PURPOSE & PERSONAL LEADERSHIP

Key Topics:

- Self-awareness: values alignment, power dynamics, birth order & gender
- Balancing personal ambition vs. family expectations
- Navigating generational roles and finding meaning beyond the business
- Leadership maturity in a legacy context
- Reflection: “Who am I becoming in the business?”

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WEEK 3:

COMMUNICATION, CONFLICT & CREDIBILITY

Key Topics:

- Why communication breaks down in families?
- Tools for healthy conflict resolution
- Speaking up without disrespecting elders
- Gaining credibility with non-family employees
- Overcoming stereotypes: entitlement vs. performance
- Practice: Roleplay: Difficult conversations with elders

WEEK 4:

GOVERNANCE, STEWARDSHIP & OWNERSHIP

Key Topics:

- Understanding governance: boards, family councils, and constitutions
- Ownership rights vs. management roles
- Informed ownership and long-term stewardship
- Decision-making structures and succession principles
- Activity: Draft your “Governance & Ownership Wishlist”

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WEEK 5:

ENTREPRENEURSHIP, INNOVATION & CAREER PATHWAYS

Key Topics:

- Career pathways inside and outside the business
- Should I work outside first? Weighing up options
- Intrapreneurship: Innovating within a legacy
- Developing and pitching new ideas to senior gen
- Activity: “Pitch Your Innovation” simulation

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WEEK 6:

LEGACY, WELLBEING & NEXT STEPS

Key Topics:

- Clarifying family and personal values
- Strategic giving, impact, and purpose-driven leadership
- Boundaries and mental wellbeing in business families
- Building a support system outside the business
- Capstone: “Legacy Vision” presentation or pitch
- Closing Circle: Group reflections and commitment sharing

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