

Premium leadership coaching programme for family leaders

Overcoming Egos, Emotions, and Internal Conflicts
to Find Your Place within the Family Enterprise



You would probably like to overcome egos, emotions, and internal conflicts to find Your place, whether that is in or in support of the family enterprise.

Although a significant percentage of family business leaders indicate that having a transition plan is critically important to the success of their business, most studies show that only 18% of family businesses have an actual written plan.

Succession planning is typically built around new structural elements, including policies and processes. Some family businesses also focus on behaviours — defining new practices and training and developing new skills. However, this is not always enough. Why?

Among many potential explanations, from our point of view, one that gets very little attention may be the most fundamental: Transitioning a family business. This is one of the most complex challenges a family-controlled enterprise will face, as it requires transitioning at three levels: “I” level (personal), “WE” level (family and other stakeholders) and “IT” level (professional and business).

What we have learned is that there are hidden obstacles, such as the complex dynamics of a family business, that create resistance to the transition. Resistance, especially when it is passive, invisible, and unconscious, can derail even the best succession process.

We help You to think of succession planning as a step toward aligning your own desires and those of the family with the future needs of the business. This is done through our mindset coaching programme.



- 1 Identify Your specific purpose and values within the family business and/or enterprise
- 2 Develop a customised development plan to maximise Your leadership effectiveness in the family business or outside it – You will realise and decide what You need
- 3 Identify Your personal purpose outside of the family business
- 4 Develop a framework to enable you to serve effectively in the family enterprise WHILST pursuing Your personal goals
- 5 Develop a roadmap to ensure Your ownership of family assets into the future

As a result of this programme, You can expect the following:

-  Clarity on goals and priorities
-  Clarity on where You stand now and what You need for the transition to be successful for You
-  A greater understanding of others involved in the process
-  Clarity on Your own contribution to the process and the family enterprise post transition
-  Strengthening of Your leadership skills and Your ability to influence

PROGRAMME DETAILS

We are passionate about helping families and individuals through transitions. Supporting individuals to become clearer about who they are, what they can offer and what they want and wish for is an important part of a healthy succession plan. We welcome a discussion with anyone who feels they would benefit from this programme.

Language our coaches work in: English / Spanish / French / German / Greek / Italian / Swedish/ Danish / Russian.

Get in touch with Brian for more details: brian@ducereadvisory.com