

# Family Business: Managing Growth and Transformation

April 09 - 11, 2024





## Programme Objective

Running a family business often brings in conflicts, at the interface of family and business, while exploring growth opportunities. You have to develop competitive strategies and at the same time, build internal capabilities to manage the challenges that come with adopting changes. It is not always easy for family-run businesses to transform themselves, because of lack of professionalisation and governance. Family Business: Managing Growth and Transformation is a programme that enables you to identify and understand the challenges that come with the transformation of a growing family business, and develop key skills for managing it.

## Programme Outline

The programme will give you a holistic perspective of how to successfully manage family businesses in a competitive scenario. Specifically, you will learn about the following:

- Identifying the strategic levers of your business growth and how to use them to take your organisation to the next level
- Developing new insights into the challenges, processes and solutions to further professionalise your business
- Reflecting on your current family business governance structure to determine how it should change to align with growth needs
- Organisational transformation and institutionalisation: Strategies and processes for the journey

## What you will Gain

This programme will sensitise the family business owner with issues related to this journey of transformation and growth. You will learn to apply tools and techniques for creating capabilities that will ensure sustained growth of the organisation.

## Participant Profile

Family business owners of multiple generations looking to take their business to the next growth phase. We encourage nomination of more members from the same family business/group to ensure a greater learning experience. They often develop an action agenda during the course of the programme.

## Programme Fee

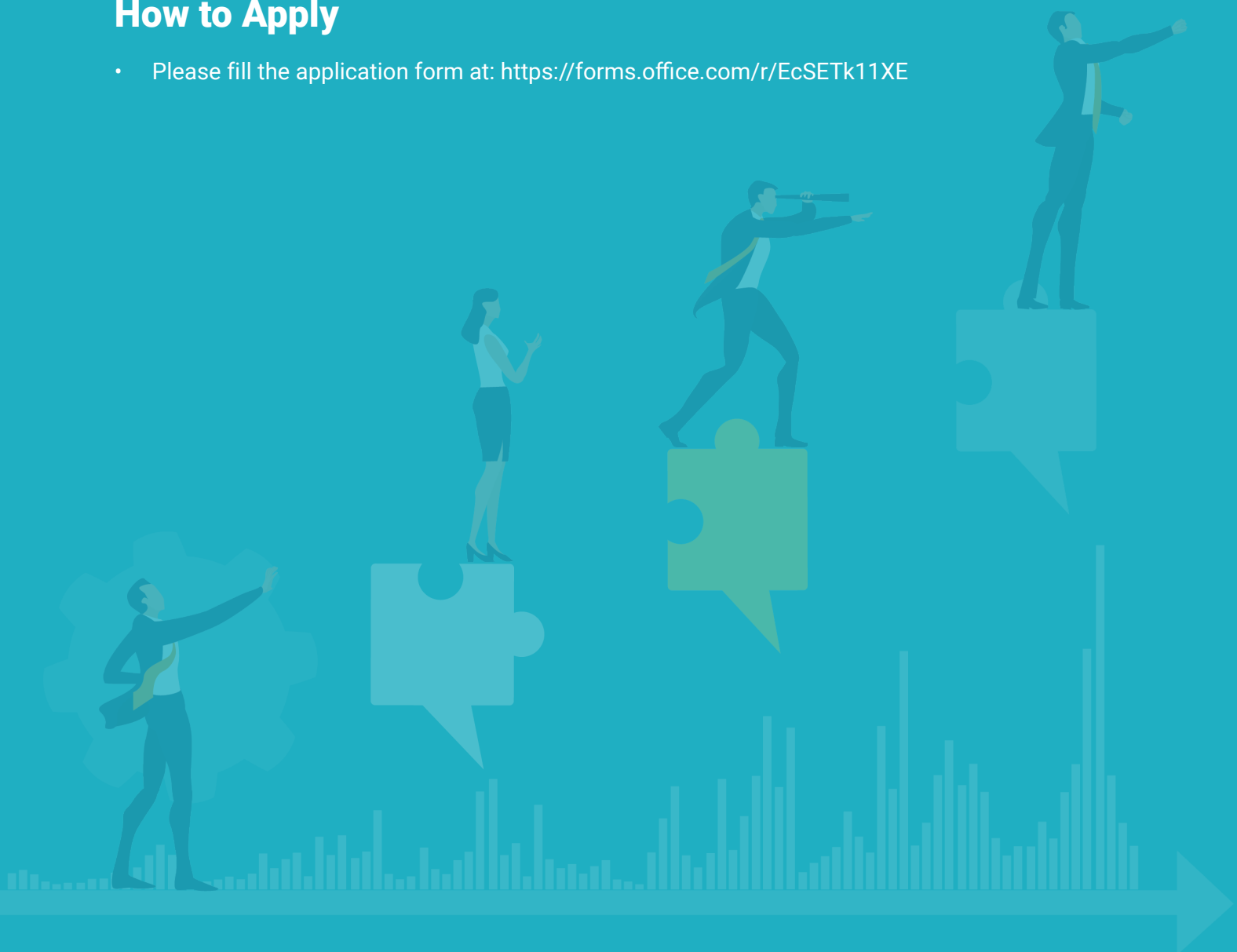
- Nominee of ISB PGP MFAB students - As per ISB Policy
- Others - INR 1,50,000 plus 18% GST
- Fee includes food and accommodation at the ISB campus or at an equivalent facility based on availability

## Programme Timings

- 9:00 AM on April 09, 2024 to 5:00 PM on April 11, 2024

## How to Apply

- Please fill the application form at: <https://forms.office.com/r/EcSETk11XE>



## About the Faculty

### Professor Sougata Ray

Professor Sougata Ray is Thomas Schmidheiny Chair, Professor of Strategy and Entrepreneurship Practice and Executive Director of the Thomas Schmidheiny Centre for Family Enterprise at the ISB. He blends over three decades of experiences in diverse roles – international quality academic, research and institution building practice with hands on corporate managerial and governance experiences as an executive, member of the Board of Directors, co-founder of start ups, corporate advisor and executive coach. He has developed deep insight into strategy, innovation and intrapreneurship, strategic leadership and entrepreneurship, corporate governance and restructuring, international business, and digital transformation of firms and family business groups in high growth economies.

He has taught in scores of executive education programs; designed and conducted many workshops exclusively for Family Business Leaders, Owner-managers, Entrepreneurs and C-Level Executives and delivered key note addresses and participated in panel discussions at regional, global and company events both in India and abroad.



### Professor Kavil Ramachandran

Professor Kavil Ramachandran (Ram) is one of the foremost authorities on family business, with over three decades of teaching, research, and consulting experience. His expertise lies in managing the challenges at the interface of governance, professionalisation, and strategy, particularly in rapidly-growing mid-size multi-generational family businesses. Professor Ram is a sought after consultant on transformation of family business. He has prepared several case studies, interacted with various well-known family business leaders and global experts, and has consulted on the transformation of family businesses. He is a frequent speaker to communities of family businesses in India and abroad, and writes for popular media regularly. He is Professor of Entrepreneurship (Practice) and Senior Advisor, Thomas Schmidheiny Centre for Family Enterprise at the ISB.

His book, “The Ten Commandments for Family Business”, is extensively used by family business practitioners in India and outside.





## About ISB

The Indian School of Business (ISB) evolved from the need for a world-class business school in Asia. The founders, some of the best minds from the corporate and academic worlds, anticipated the leadership needs of the emerging Asian economies. They recognised that the rapidly changing business landscape would require young leaders who not only understand the developing economies but who also present a global perspective. The ISB is committed to creating such leaders through its innovative programmes, outstanding faculty and thought leadership. Funded entirely by private corporations, foundations and individuals from around the world who believe in its vision, the ISB is a not-for-profit organisation.

The Indian School of Business gained the unique distinction of receiving accreditation from the Association of MBAs (AMBA), making it the 100th School in the world to achieve the 'triple crown' of accreditations from AMBA, EFMD Quality Improvement System (EQUIS), and the Association to Advance Collegiate Schools of Business (AACSB). Accreditation from AMBA represents the highest standard of achievement in post-graduate business education. Its rigorous assessment criteria ensure that only the highest-calibre programmes which demonstrate the best standards in teaching, curriculum, and student interaction achieve Association of MBAs accreditation.

## About Thomas Schmidheiny Centre for Family Enterprise

The Thomas Schmidheiny Centre for Family Enterprise, at the Indian School of Business, has emerged as the foremost authority on family businesses in South Asia. It undertakes training, research and outreach activities covering all major topics on family business. The Centre collaborates with global academic institutions and leading family businesses in India and abroad, for the exchange of insights and knowledge among diverse stakeholders.

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Disclaimer: ISB has not sought affiliation from any University in India or abroad for its programme nor has sought approval from AICTE for any of its programmes.