

Training Title	Succession Planning for Family Business : Continuity Across Generations
Trainer	<i>Viviane Nakhlé</i>
Date & Time	Date: July 28, 2026 Time: 9:00 AM – 3:00 PM
Venue	Lebanese Training Center – Sanayeh - CCIAB Bldg. -6TH Floor
Target Audience	Suitable for owners, family members, successors, managers, and key employees of SME family businesses in Lebanon

Outline

Module 1 – Understanding Family Businesses

- Introduction and expectations (icebreaker, participant expectations)
- The Importance of Family Businesses
- The Three-Circle Model
- Family Business Lifecycle
- Common Challenges

Practical activity

Module 2 – Family Dynamics and Governance

- Family v/s Business Logic
- Sources of Family Conflict
- Governance Mechanisms
- Establishing Rules and Boundaries

Practical activity

Module 3 – Succession Planning Fundamentals

- What is Succession Planning?
- Why Succession Plans Fail
- Succession Planning Framework
- Founder Transition Challenges

Practical activity

Module 4 – Preparing The Next Generation

- Competencies of Successful Successors
- Family Member Entry Policies
- Development Approaches
- Managing Multiple Successors

Practical activity

Module 5 – Building A Family Business Continuity Plan

- Business Continuity Beyond Succession
- Risk Assessment
- Continuity Planning Framework

	<p>Practical activity</p> <p>Module 6 – Action Planning and Commitments</p> <ul style="list-style-type: none"> ➤ Top Priorities for the Next 12 Months ➤ Quick Wins v/s Long-Term Initiatives <p>Practical activity</p>
<p>Learning Outcomes</p>	<ol style="list-style-type: none"> 1. Understand the unique dynamics of family businesses 2. Recognize common challenges threatening continuity and growth 3. Develop a practical succession roadmap 4. Improve communication and governance among family members 5. Identify strategies for preserving family harmony while ensuring business sustainability