

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Family Business
& Entrepreneurship) Programme
Term - II

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Course Code	MFB4CCSM02
Course Title	Succession Planning and Management

Course Learning Outcomes (CLO):

At the end of the course, the students will be able to:

1. Evaluate the need to separate business, family and ownership issues.
2. Develop a family business governance structure.
3. Propose relevant changes in family business strategy implementation

Syllabus

Teaching Hours

Unit I: The Family Business <ul style="list-style-type: none"> • Characteristics; • Family culture and impact on business • Communication in family business 	07
Unit II: Governance Structure and Succession Planning <ul style="list-style-type: none"> • Family business governance; • Family constitution: Content and process • Managing the transition of ownership and decision-making; • Managing successor development strategy 	08
Unit III: Challenges in Transition <ul style="list-style-type: none"> • Siblings and cousins: Issues and challenges; • Conflict resolution and Management; • Succession management • Sustainable competitive advantage 	08
Unit IV: Family Business in Transition <ul style="list-style-type: none"> • Managing change: Adapting to the future; • The changing role of women in family business; • Professionalization of family business; • Lessons from long-running family businesses 	07

Suggested Readings:

1. Ramachandran, K., The 10 Commandments for Family Business, N. Delhi: Sage Publishing
2. Ward, J., Perpetuating the Family Business: 50 Lessons Learned from Long Lasting, Successful Families in Business, N York: Palgrave Macmillan