

Family Business & Family Office Advisory



Jenewein Group is a **premier Czech-Slovak consulting group** with global reach, which has become in the span of more than 30 years one of the best-known and most frequently recommended one-stop-shop companies delivering complex **Strategic Leadership, Management and Public Policy** services. Over this time, we have managed to maintain our leading position in the market, strengthen trust and increase expertise through the innovation of our consulting services.

From the very beginning of our own (family) business in consulting services, we have accompanied successful business families in the moments of their strategic decision-making and helped them in key moments of their business. **Family businesses** form the backbone of the economy across industries and sectors. Through the advisory platform **Jenewein private** we provide them with service and support in the form of specialized **Family Office** concept, within which we utilize our

expertise in the following areas

- **Responsible Ownership and Generational Change;**
- **CEO Succession Planning;**
- **Leadership & Board Advisory;**
- **Executive Search & Background Checks;**
- **Management Advisory;**
- **Change Management through innovations and company culture;**
- **Process & Organisational Redesign;**
- **Mentoring, Coaching and Development;**
- **Analyses, Concepts, Studies and Surveys;**
- **Strategic Partnerships and Alliances;**
- **Effective Lobbying Strategies and Solutions;**
- **Development of Family Offices.**

We are well aware of the sensitivity and complexity of a family business and therefore we intentionally build **long-lasting partnerships** with each client to assure longevity of their business. We take into account the specific type of relation towards ownership at the level of family, individual and the business as such. Similarly, we are **trusted advisor** for the **Family Offices** community, especially in the area of human resources including talent acquisition, development and retention of the best managers and advisors.

Jenewein private team has got a large amount of experience across all sectors and is ready to provide

Top-notch Family Businesses & Offices services

CONTINUITY, SUCCESSION, HERITAGE AND GENERATIONAL CHANGE

Succession belongs to one of the most challenging processes in the family business. According to the European statistics, only approximately 35% of family businesses survive the transition to the second generation and only 12% the transition to the third generation. No family business can avoid the generational change. We can help you with strategically planning the whole process, early identifying the right family successor and securing his or her readiness to take over the leadership. We start with an in-depth assessment of personality, ego and potential and select the best ways to work with the individual through coaching, personal assessment and development, focusing primarily on developing the right habits and skills to successfully take over and further develop the family business.

NEW LEADERS AND TALENT IDENTIFICATION

Strategic leaders, senior managers and professional specialists form essential capital for successful Family Offices as well as for developing and transforming Family Businesses. Every family has got its own story and values permeating the company culture and employer branding. By defining the value of the family brand, we can answer questions around why potential talent should precisely choose your family brand over other employers. Thanks to our professional Leadership & Board Advisory, Executive Search & Background Checks approach we will provide you with the right candidates for strategic and key managerial positions.

FAMILY BUSINESS MANAGEMENT

Family business continuity plans commonly establish management structure for the family and for the family business. The purpose of these structures is to improve strategy and control mechanisms of the family business and to organize the communication and relations between family business owners, business executives and other stakeholders. Correct and efficient governance is the hallmark of a truly sustainable family enterprise where

well-functioning Family Business Boards provide ideas, helicopter view and responsibility for the future. There are three main pillars of the ecosystem of Family Businesses. FAMILY – OWNERS – MANAGERS. The ability to perceive and understand the differences between these three pillars, their combinations and interconnected interests and relations is a crucial factor for the company to grow and move forward. We will help you understand these differences and set the rules from the top to the bottom.

THE ORGANISATIONAL STRUCTURE AND COMPANY PROCESSES

Successful growth and turbulent market changes bring about the need to adapt the internal set-up of an organisational structure of the company, including all the processes, to the new circumstances. The bigger the company, the higher the demands for a precise formal set-up of teams and their cooperation. We bring in an objective look at your structure and business environment with an independent position without any burdens related to history or internal relationships. To improve the company agility and to accelerate the growth we are ready to restructure your processes or set them up from scratch. We offer an in-depth audit on all levels, from strategical processes down to processes within organisations and teams. These may include complex HR processes, Supply Chain processes or Digital processes. We aim to enhance the performance, flexibility and quality while optimising the costs and shortening the time needed for transformation.

INTEREST ADVOCACY AND GOVERNMENT RELATIONS

We help family businesses navigate and succeed in an ever-changing regulatory and business environment and establish the right relationship with the government. Through effective lobbying strategies and solutions we provide them with a strong voice at the national and European level in Brussels, helping them to push their interests through the complex network of various stakeholders. When considering the future of a family business, investments, acquisitions and mergers, we can provide family companies with evidence-based and discreet services to assess risks, reputation or potential of businesses and individuals before any decision is made.

In consolidation of family values, we also cooperate with the association **Partners for Development of Companies** (www.prfslovensko.sk) and its experts with joint values that provide advice and support to entrepreneurs and their companies.

STRATEGIC LEADERSHIP SERVICES
MANAGEMENT CONSULTING

C-LEVEL & BOARD SERVICES
EXECUTIVE SEARCH & LEADERSHIP ADVISORY

FAMILY BUSINESS &
FAMILY OFFICE ADVISORY

EXECUTIVE INTELLIGENCE &
BACKGROUND CHECKS

STRATEGIC PUBLIC POLICY
GOVERNMENT RELATIONS



Jenewein private





Jenewein Group



Jenewein Executive



EPPP
European
Public Policy
Partnership

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