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### **Leeds Beckett University**

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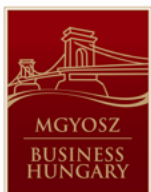
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### **MAC-Team aisbl – the European Multi-Actors Cooperation network**

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### **BUSINESS Hungary - Confederation of the Hungarian Employers and Industrialists**

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### **The Employers Union of Małopolska LEWIATAN**

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Erasmus+



## INTERGENERATIONAL SUCCESSION IN SMES' TRANSITION - INSIST

ERASMUS+ KA2  
Strategic Partnership

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European and national statistics reveal the importance of ownership and management transition in small and medium sized enterprises (SMEs). In the next 10 years, one-third of Europe's private firms will have to undergo a transfer of ownership. This means that up to 690 000 firms will transfer to the control of the next generation every year. The situation in Central and Eastern European countries is aggravated by the fact that the very first generation of entrepreneurs is approaching retirement age and little is known about the transition period.

## Rationale

How to deal with the transfer of businesses from one generation to the next is an issue for the sustainability of all economies. Central and Eastern economies are facing this challenge for the first time, as the wave of entrepreneurs that emerged in the 1980s approach retirement age. In the more established market economies of Northern, Western and Southern Europe, significant challenges are emerging in relation to the sustainability of enterprises, particularly family businesses as they move towards the third or fourth generation of owners and leaders.

Family businesses are an important part of all national economies accounting for between 70-80 per cent of all businesses and 40-50 per cent of all private sector jobs. Whilst some

of the largest European companies are family businesses, a large share of European SMEs are family businesses. SMEs are generally recognised as a key driver for economic growth, innovation, employment and social integration. How to encourage them to start, survive and prosper is a key priority for governments and other stakeholders at the local, regional, national and European levels.

## Objectives

This project seeks to support the survival and growth of family based SMEs in two ways. Firstly, through research to gather and disseminate information to highlight the specific characteristics of the family-based SME sector. Secondly through the development and piloting of higher level training modules that are in tune with the interests and needs of those seeking to manage and lead or support successful, sustainable family SMEs.

## Target groups

The training modules aim to develop higher level skills for family based SME owners and managers faced with the issue of succession and for Masters students who wish to specialise in succession issues in order to become advisors or mentors supporting SMEs facing generational transition.

## Sustainability

The integration of the training modules in MSc courses and Accredited Professional Training assures the sustainability of the project's outcomes.

## Results and outcomes

### Intellectual outputs:

- Comparative research in the field of generational succession with national reports, case studies and comparative analysis at the European level
- 4 training modules in 4 languages (English, French, Hungarian and Polish) for different target groups (SME owners and manager; and higher educational students):
  - Strategic issues
  - Mentoring
  - Legal and financial problems
  - Social and cultural topics

### Multiplier events:

- Dissemination workshops, conference and pilot trainings in 5 EU countries (BE, FR, UK, HU and PL)

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