

Grooming next-generation scions

One of the challenges in the perpetuation of family businesses is grooming next generation scions for a professional role. This issue has multiple dimensions, and it has different implications depending on the perspective of the parent or the child. Family businesses may or may not support the younger generations in their entrepreneurial ventures. Family businesses that are larger in size take more systematic approach in grooming the next generation compared to smaller- and mid-size family businesses. The grooming of younger generation into the family business differs in the western and eastern cultures. In west, for instance, family businesses place fewer obligations on the younger generation, and there are written rules and family constitutions to guide the grooming process. The recent social trends such as the increasing prominence of women in managerial roles and growth in the number of businesses, especially in the small- and medium-businesses, that involve nuclear family, have significant bearing on the issue.

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