Corporate Governance for Family-Owned Businesses Training Course

29 Nov - 03 Dec 2026

Istanbul

4900 € (Per Person)

Ref: #GRC3051_304708

Course Introduction / Overview:

Family-owned businesses are the backbone of the global economy, yet they face a unique set of challenges that blend professional management with personal dynamics. This course provides a comprehensive roadmap for navigating these complexities to ensure long-term sustainability and success. It moves beyond generic corporate governance theories to address the specific nuances of family enterprises, focusing on creating structures that honor family values while driving business performance. Drawing on foundational concepts from leading experts like John L. Ward, author of "Perpetuating the Family Business," this program explores the delicate balance between family, ownership, and management. Participants will learn to implement robust governance frameworks, manage succession planning effectively, and resolve conflicts constructively. BIG BEN Training Center has designed this training to equip leaders with the tools to build a lasting legacy, ensuring the family enterprise thrives for generations to come by professionalizing operations without losing the unique spirit that makes it a family business. This course is an essential investment in the future of your family's most significant asset.

Target Audience / This training course is suitable for:

- Family business owners and founders.
- Next-generation family members preparing for leadership roles.
- Current CEOs, Presidents, and Managing Directors of family firms.
- Non-family executives and senior managers working in family businesses.
- Members of the Board of Directors and Advisory Boards.
- Family office executives and managers.
- Legal advisors and consultants specializing in family enterprises.
- Wealth managers and financial planners serving family businesses.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Retail and Consumer Goods.
- Real Estate and Construction.
- Agriculture and Agribusiness.
- Hospitality, Tourism, and Food Services.
- Professional Services including legal, accounting, and consulting firms.
- Technology and Innovation Hubs.

- Governmental and non-profit organizations that support family business development.

Target Organizations Departments:

- Executive Management and Leadership.
- Board of Directors and Governance Committees.
- Legal and Corporate Compliance.
- Finance, Accounting, and Investment.
- Human Resources and Talent Management.
- Strategic Planning and Business Development.
- Family Office Management.
- Operations and Production.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop and implement a comprehensive corporate governance framework tailored to a family business.
- Design effective structures such as a Board of Directors, Advisory Board, and Family Council.
- Create a strategic and seamless succession plan for leadership and ownership transition.
- Apply proven techniques for managing family dynamics and resolving conflicts constructively.
- Draft key governance documents like a family constitution and shareholder agreements.
- Align the family's values and vision with the company's long-term business strategy.
- Integrate non-family executives effectively into the business culture and leadership team.
- Establish clear policies for family employment, compensation, and performance evaluation.
- Enhance communication between family members, owners, and management.
- Implement risk management and business continuity strategies to protect the family legacy.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring participants can immediately apply their learning. This course rejects a purely theoretical approach, instead immersing attendees in real-world scenarios and challenges specific to family-owned businesses. The program is built upon a foundation of expert-led instruction, interactive presentations, and dynamic group discussions that encourage the sharing of diverse experiences. A significant portion of the training is dedicated to the analysis of detailed case studies, allowing participants to dissect successful governance structures and learn from the failures of others. Collaborative workshops and team-based exercises will be used to draft foundational governance documents and tackle complex succession planning simulations. Participants will receive continuous feedback from the instructor and peers in a supportive learning environment, fostering a deep understanding of how to balance family harmony with business prosperity.

Course Agenda (Course Units):

Unit One: Foundations of Governance in Family Enterprises

- Defining the unique ecosystem of a family-owned business.
- Understanding the Three-Circle Model of Family, Business, and Ownership.
- Identifying the common challenges and competitive advantages of family firms.
- Core principles of corporate governance adapted for family enterprises.
- The purpose and key components of a family constitution or charter.
- Methods for aligning deeply held family values with corporate strategy.
- Establishing clear roles, responsibilities, and boundaries for family members.

Unit Two: Designing Effective Governance Structures

- The strategic role and composition of a high-performing Board of Directors.
- Best practices for recruiting and integrating independent non-family directors.
- Differentiating between a formal Board of Directors and an Advisory Board.
- Structuring and operating an effective Family Council or Family Assembly.
- Developing legally sound shareholder agreements and ownership policies.
- Creating formal mechanisms for owner and stakeholder communication.
- Analyzing case studies of successful and failed governance models.

Unit Three: Succession Planning and Leadership Development

- The critical importance of a proactive and strategic succession plan.
- Frameworks for identifying and developing next-generation leaders.
- Navigating the complexities of a fair process versus a fair outcome.
- Managing the emotional and operational transition between generations.
- The strategic role of non-family executives in the succession process.
- Exploring the financial, legal, and tax implications of ownership transfer.
- Building a sustainable leadership pipeline for long-term continuity.

Unit Four: Managing Conflict and Family Dynamics

- Understanding the common sources of conflict in family businesses.
- Proven strategies for constructive conflict resolution and negotiation.
- Developing formal communication policies to prevent misunderstandings.
- Techniques for managing emotional dynamics and preserving relationships.
- The importance and structure of a formal family employment policy.
- Balancing the financial needs of the family with business performance requirements.
- Introduction to mediation and facilitation for resolving complex family disputes.

Unit Five: Strategic Growth, Legacy, and Long-Term Value

- Integrating the governance framework with long-term strategic business planning.
- Implementing robust risk management and business continuity plans.

- Principles of wealth management and preserving family assets across generations.
- Fostering a culture of innovation and entrepreneurship within the family firm.
- The role of corporate social responsibility in building a positive family legacy.
- Adapting governance structures as the business and family grow and evolve.
- Creating a comprehensive roadmap for multi-generational success and harmony.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can a family business maintain its entrepreneurial spirit and agility while implementing the formal structures of corporate governance?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond standard corporate governance theory to focus intensely on the human and relational dynamics that define family-owned enterprises. While other programs may concentrate solely on legal structures and financial policies, this training dedicates significant time to the intersection of family, ownership, and management. It provides practical, actionable frameworks for navigating the most sensitive issues, such as succession planning, conflict resolution, and integrating non-family talent, which are often the true determinants of a family business's longevity. The curriculum is built around real-world case studies and interactive simulations rather than abstract concepts, ensuring participants learn by doing. It addresses the difficult conversations head-on, equipping leaders with the communication and strategic planning tools needed to build consensus and align the entire family around a shared vision. The ultimate goal is not just to implement policies, but to foster a governance culture that strengthens both the family and the business, ensuring a prosperous legacy for generations to come.