



**LEGACY INSTITUTE
of FAMILY BUSINESS**
Building strong legacies, embracing innovation

THE LEADING PROFESSIONAL
DEVELOPMENT INSTITUTION FOR
FAMILY BUSINESSES IN AFRICA

PROGRAMME BROCHURE



A close-up, profile view of a man with short dark hair, wearing a dark suit jacket, a light blue shirt, and a patterned tie. He is looking off to the side with a thoughtful expression. The background is softly blurred, showing what appears to be a bookshelf or a wall with framed pictures. The overall lighting is warm and professional.

Perform At Your Best

To transform, innovate and energise your organisation, you need motivated people with a shared vision and highly developed skills. Harness the talent in your organisation with Legacy Institute of Family Business programmes. We empower individuals and organisations to perform at their best.

We bring a remarkable blend of academic excellence and real-world relevance to executive education through the latest business thinking, cutting-edge research and personalised coaching. Our highly practical programmes enable you to implement skills and knowledge immediately upon your return to work and a reward with a global perspective and an exciting, life-changing experience.

See how Legacy Institute of Family Business can empower you and your organisation to go further, now and in the future.



Message From The **President**

Dr. Dennis Owusu Oteng
MBA, MSc, DBA

African family businesses make up 80-90% of businesses on the continent. But there is little attention for them in terms of capacity development for their stakeholders. They tend to seek professional development from training and academic institutions that have no specialty for them. Family businesses are different; they cannot be compared to any other form of business. Family businesses need a certain kind of knowledge for human capital development. Their capacity-building solutions have to be bespoke and relevant. For this reason, Legacy Institute of Family Business (LIFB) has been established to offer capacity development services to family businesses. LIFB has the best tools to equip businesses. Our resource persons are experienced practitioners and scholars in the family business space. We are the solution for family businesses.



About Leagacy Institute of Family Business

Our vision is to be the leading professional development institution for family businesses in Africa that offers innovative learning solutions.

Mission: To build the capacity of family business professionals by delivering executive development modules and firm-specific training programs.

Values:

L **Leadership:** We believe that any business that has grown over the years thrived on effective leadership. And as the first family business school in Africa, leadership is at the core of the programs that we offer.

I **Innovation:** Today's business environment is volatile, uncertain, complex, and ambiguous (VUCA). So, we believe that we have to equip family businesses with innovative ideas to stand out in any competition.

P **Professionalism:** Before we become successful and sustainable, professionalism would have to be the attribute that we exhibit always. LIFB strongly thrives on strong values such as professionalism.

R **Resilience:** No condition is permanent. A successful business may collapse in just a day. We build executives or business clients with the necessary tools to stand the test of time. We believe that it is only resilience that will fortify African family businesses.

O **Openness:** LIFB is a professional development institution and will not hoard necessary information from its business partners. Be it knowledge partners, program participants, resource persons, corporate partners, and other forms of partnerships. We do not believe in surreptitious actions.



PROGRAMMES



Leading The Family Business To Success

Mode: In-person / Virtual

Overview

This program will help develop leadership skills related to family businesses. The target audience will learn the basics of family leadership as it relates to contemporary business environments to support broader organizational goals. It provides key skills in areas of family climate, intergenerational authority, leadership effectiveness, work engagement, and emotional and social intelligence management.

Objectives

- To provide a supportive framework to allow students to appreciate and develop leadership skills.
- To help students develop a customer-centric family business culture in the current competitive business environment.
- To assist students to implement effective leadership principles in the current competitive business environment.

Who Should Attend

- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Any employee of a family business.
- Any stakeholder of a family business.
- Anyone who has an interest in leadership development.

Learning Outcomes

- Identify the different perspectives on family climate.
- Describe the different developments in family business leadership effectiveness.
- Show a practical understanding of family business leadership and its effect on performance.
- Compare and contrast emotional and social intelligence.
- Explain work engagement and its influence on the firm.
- Analyze the family business leaders to the success of the family business.

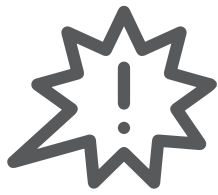
Date:
6th - 9th May 2024

Programme Duration:
4 Days

Venue: Accra, Nairobi.

Gh¢ 4500 / USD 450

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Managing Conflict In The Family Business

Mode: In-person / Virtual

Overview

This program will help develop conflict management skills related to family businesses as well as other entrepreneurial firms. The target audience learns the basics of conflict management. It provides key skills in areas of conflict management.

Objectives

- To provide a supportive framework to allow target audiences to appreciate and develop conflict management skills.
- To assist the target audience to implement effective conflict management approaches to the subsystems of the family business.
- To help the target audience to develop a customer-centric family business culture free from conflicts in the current competitive business environment.

Who Should Attend

- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Any employee of a family business.
- Legal practitioners for families.
- Family Council Heads.
- Family Business Advisors.

Learning Outcomes

- Identify the types of organizational conflicts.
- Show a practical understanding of Managing the conflict process.
- Explain how to resolve conflict through negotiation.
- Describe the conflict process.
- Compare and contrast emotional and social intelligence.
- Evaluate how structural approaches can be used to resolve conflict.

Date:
15th - 17th July 2024

Programme
Duration:
3 Days

Venue: Accra.

Gh¢ 3500 / USD 350

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Entrepreneurship Toolkit

Mode: In-person

Overview

This will help develop entrepreneurship skills related to family businesses. Target audiences learn the basics of entrepreneurship as they relate to contemporary business environments to support the broader family business goals. It provides key skills in areas of family business management, entrepreneurship, information technology, and business environment.

Objectives

- To provide a supportive framework to allow target audiences to appreciate and develop entrepreneurship skills.
- To assist the target audience to implement effective entrepreneurship principles in the current competitive business environment.
- To help the target audience to develop an innovation culture in the family business in the VUCA business environment.

Who Should Attend

- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Any employee of a family business.
- Any stakeholder of a family business.
- Couples or individuals who want to set the pace by starting a business.

Learning Outcomes

- Identify the principles of entrepreneurship.
- Compare and contrast emotional and social intelligence.
- Analyze the family business leadership to the success of the family business.
- Describe the different contemporary issues and trends in family business management.
- Explain work engagement and its influence on the firm.

Date:
12th - 16th
August 2024

**Programme
Duration:**
5 Days

Venue: Accra, Nairobi, Johannesburg.

Gh¢ 7500 / USD 750

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Succession Planning In A Family Business

Mode: In-person / Virtual

Overview

This program will help plan succession in your family business. Target audience will know the basics of succession planning, the approaches to succession planning, and the challenges of succession planning integration.

Objectives

- To provide a supportive framework to allow the target audience to appreciate the need for business succession planning.
- To help develop a succession plan.
To understand the challenges affecting effective succession management.
- To help the target audience to understand what a succession plan is.
- To assist the target audience to describe how to manage a succession plan.
- To appreciate the need for coaching and monitoring.

Who Should Attend

- Founders of family businesses.
- Family business owners/board of directors.
- Next Generation members of the family business.
- Parents in business families.
- Members of the business succession plan.
- Legal practitioners of family businesses.

Learning Outcomes

- Describe the nature of business succession planning.
- Develop a succession plan.
- Discuss the challenges affecting the effective succession management process.
- Identify the need for succession planning.
- Manage a succession plan.
- Understand Coaching and Monitoring.

Date:
9th - 12th
September 2024

**Programme
Duration:**
4 Days

Venue: Accra, Nairobi.

Gh¢ 4500 / USD 450

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Creating An Ownership Strategy For The Family Business

Mode: In-person / Virtual

Overview

This program will help develop conflict management skills related to family businesses as well as other entrepreneurial firms. The target audience learns the basics of conflict management. It provides key skills in areas of conflict management.

Objectives

- To provide a supportive framework to allow target audiences to appreciate and develop conflict management skills.
- To assist the target audience to implement effective conflict management approaches to the subsystems of the family business.
- To help the target audience to develop a customer-centric family business culture free from conflicts in the current competitive business environment.

Who Should Attend

- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Any employee of a family business.
- Legal practitioners for families.
- Family Council Heads.
- Family Business Advisors.

Learning Outcomes

- Identify the types of organizational conflicts.
- Show a practical understanding of Managing the conflict process.
- Explain how to resolve conflict through negotiation.
- Describe the conflict process.
- Compare and contrast emotional and social intelligence.
- Evaluate how structural approaches can be used to resolve conflict.

Date:
7th - 10th
October 2024

**Programme
Duration:**
4 Days

Venue: Accra.

Gh¢ 4500 / USD 450

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Wealth Management & Financial Performance of Family Business

Mode: In-person

Overview

This program will help build wealth and manage financial performance related to family businesses and other businesses. The target audience will learn how to leverage wealth and financial opportunities. Topics may include building wealth, and enhancing financial performance.

Objectives

- To provide a supportive framework to allow target audiences to appreciate and develop skills for managing wealth and financial performance.
- To assist the target audience to implement the budgets and manage finances properly.
- To help the target audience to plan wealth creation effectively.

Who Should Attend

- Founders of family businesses.
- Family business owners/board of directors.
- Next Generation members of the family business.
- Parents in business families.
- Legal practitioners of family businesses.
- Family offices.
- Wealth managers.

Learning Outcomes

- Identify the different multigenerational wealth strategies from an owner's perspective.
- Understanding tradeoffs between company growth, dividends, liquidity, and ownership control.
- Describe the owner's dashboard: a quick guide to key indicators that owners need to track in order to oversee the business and financial performance.

Date:
4th - 8th
November 2024

**Programme
Duration:**
5 Days

Venue: Accra, Nairobi.

Gh¢ 7500 / USD 750

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Innovation For Family Business Growth

Mode: In-person / Virtual

Overview

This will help develop a strategy to ensure innovation in family businesses as well as other entrepreneurial firms. The Target audience learns how to develop a tactical plan. It provides key skills in the areas of innovation and family business growth.

Objectives

- To help target audiences appreciate innovation in the context of the family business.
- To assist the target audience to implement innovation for business growth.
- To help the target audience generate innovative ideas for a family business.

Who Should Attend

- Founders of family businesses.
- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Employees in the family business.

Learning Outcomes

- To identify what constitutes family business innovation.
- Describe the intergenerational succession and innovation.
- To describe the impact of family members on innovation.
- To understand the dimensions of family business innovation.
- To explain the links between social emotional wealth and innovation.

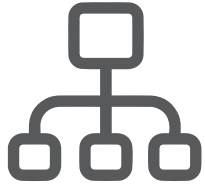
Date:
9th - 12th
December 2024

**Programme
Duration:**
4 Days

Venue: Accra, Nairobi, Johannesburg.

Gh¢ 3500 / USD 350

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Developing A Governance Structure For Your Business

Mode: In-person / Virtual

Overview

This programme is designed to meet the needs of the business owners, corporate executives, employees, and other partners in family businesses- existing and new firms or others desirous of this knowledge to equip them to have a comprehensive governance structure for their businesses.

Objectives

- To equip the target audience with governance skills that would govern family businesses effectively.
- To equip the target audience to develop governance mechanisms for each life cycle for family businesses.
- To equip the target audience with knowledge of the lifecycles of family businesses and their management.

Who Should Attend

- Founders of family businesses.
- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Family Business Advisors.

Learning Outcomes

- Demonstrate how to govern family businesses.
- Be equipped with relevant governance skills for decision-making in family-owned businesses.
- Have the ability to apply an appropriate governance structure in family businesses.

Date:
5th - 8th
February 2024

**Programme
Duration:**
4 Days

Venue: Accra, Nairobi, Johannesburg.

Gh¢ 4500 / USD 450

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Emotional Intelligence In The Family Business

Mode: In-person / Virtual

Overview

This course will help students examine emotional intelligence and its significance. This will create and manage these promotional tools to successfully execute a business' strategic plan. Therefore, this course equips you with the knowledge required to understand the importance of emotional intelligence in the family business context.

Objectives

- To provide an in-depth understanding of emotional intelligence and the related concepts, principles, and terminologies.
- To gain hands-on experience in sustaining one's effectiveness.
- To understand how to develop one's emotional intelligence.

Who Should Attend

- Founders of family businesses.
- Family business owners/board of directors.
- Next Generation members of the family business.
- Family Business Managers.
- Family Business Advisors.
- Legal practitioners for family businesses.

Learning Outcomes

- Apply the key terms, definitions, and concepts used in emotional intelligence.
- Develop an integrated strategy that will help to sustain business effectiveness.
- Choose appropriate relationships that need to be renewed.
- Evaluate the relationships that do not determine business success.

Date:
11th - 14th
March 2024

Programme
Duration:
4 Days

Venue: Accra.

Gh¢ 4500 / USD 450

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