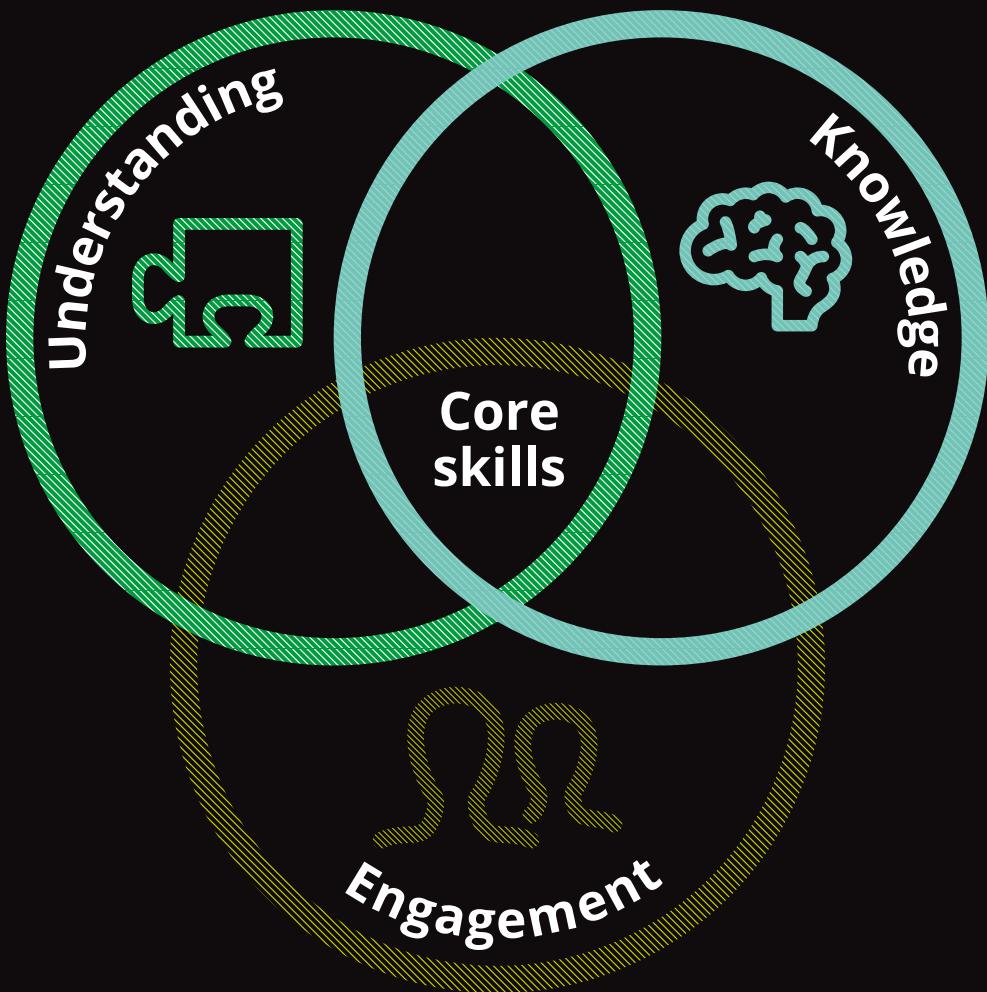


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Private



**Helping families flourish
across generations**
Developing your next generation



Preparing for success

We know that for many, an important aspect of wealth creation, entrepreneurship and family business succession is the ability to help their children realise their potential and make life choices.

We also know that the long term success of a family's holdings – whether these comprise a family company, a family office or a shared portfolio – depends on responsible stewardship.

However, many successors do not have the skills and support they need to be able to realise their potential fully and take on the mantle as informed and responsible owners or beneficiaries.

To support these families, we design and facilitate development programmes specifically tailored to help prepare the future owners of wealth to be responsible shareholders, owners and stewards.



Questions for your next generation

- Are they equipped with the skills they need to be responsible stewards of wealth?
- Do they understand the difference between a trust and a company? Between a dividend and a salary?
- Are they ready and able to hold conversations with trustees, advisors and other important stakeholders?
- Can they read financial statements?
- Do they understand their assets and how these are managed?
- Do they receive feedback on their strengths and weaknesses?
- Are they capable of making decisions and working together?

Creating your Next Generation Development Programme

Taking a simple modular approach, we work with families to create a programme that meets the needs of their children or next generation group. The exact nature of the programme will depend on several factors, including the family's aspirations, the age of the next generation, their capabilities and involvement with the family's holdings to date.



Popular modules often include:

- An introduction to companies and the fundamentals of share ownership
- Reading financial statements
- Personal and corporate tax
- Managing family dynamics

Each module is delivered by a Deloitte subject matter expert.

Coaching

In addition, we afford our clients the opportunity to work with our world-class team of coaches. The team comprises qualified business psychologists who regularly work with clients including C-suite executives and family business successors.

Many of our next generation clients rarely receive 'real and independent feedback' in their everyday life. Our coaches help them identify priorities that are important for them in realising their potential. These might include developing leadership skills, building confidence, increasing resilience and making life/career choices.

Beyond the classroom

In order to ensure the modular learning and coaching process have maximum impact, we often integrate these with a wider programme of activities. These can include site visits and presentations from other families and senior leaders from within the next generations' family office or business.

**Our approach is flexible.
But our goal? Unwavering.
To help families flourish
across generations.**

We find that once equipped with the skills and knowledge from the modules, as well as the confidence gained from coaching, these activities significantly enhance the next generation's understanding and engagement.

By providing ongoing support, we help to ensure the programme develops the group into well-prepared and effective stewards of the family wealth.

Overcoming uncertainty **INVESTMENTS**

PHILANTHROPY Understanding tax
RESILIENCE *Complementing personalities*

MENTORING Managing your learning

Working with non-family members

Responsible shareholder **OPEN DIALOGUE**

Understanding finance Effective conversations

Business basics **Giving feedback**

Being the best version of you

RESPONSIBILITIES Family enterprise

Starting your start-up **LIFE CHOICES**

Looking to the future STEWARDSHIP

COACHING Understanding family dynamics

Making an impact that matters

Dealing with conflict RECEIVING FEEDBACK

Who do I report to? **Social entrepreneurship**

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Notes

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