

JENEWEIN GROUP

PRAGUE | BRATISLAVA | BRUSSELS | LONDON



Strategic
Leadership
for Advisory
Family
Businesses
& Offices



Since 1990, the **Jenewein Group** has been a leading consulting group focusing on **strategic management consulting**. From the very beginning of our own (family) business in consulting services, we have accompanied successful business families in the moments of their strategic decision-making and helped them in key moments of business.

Family businesses form the backbone of economy across industries and sectors. Through the Czech-Slovak platform **Jenewein.private** we provide them with service and support in the form of a specialized **Family Office**, within which we utilize our

in expertise the following areas

- Succession Planning,
- Identification and Grooming New Leaders,
- Process and Organisational Redesign,
- Executive Search & Leadership Assessment, Strategic Talent Acquisition,
- Development Programs for Responsible Ownership,
- Enhancing management engagement,
- Mentoring, Coaching and Development
- Advisory around Management Buy-In and Buy-Out,
- Partnership and Alliance Strategy,
- Effective lobbying strategies and solutions,
- Policy Development for Family and Family Business,
- Clarifying family values and culture,
- Family Offices Development.

We are well aware of the sensitivity and complexity of a family business, and therefore we intentionally build **long-lasting partnerships** with each family to assure longevity of their business. We take into account the specific type of relation to ownership at the level of family, individual and the business as such.

Similarly, we are **trusted advisor** for Family Offices community especially in the area of talent acquisition, development and retention of best managers.

Jenewein.private team has wealth of experience across all sectors and is ready to provide

Family Businesses & Offices in **the best** class services

■ **Continuity, Succession, Heritage and Generational Change**

This is one of the most challenging processes in the family business. According to the global statistics, only 33% of family businesses can handle generational change, and only 13% of these companies stay family owned for more than 60 years. We can strategically plan the whole process, identify the right family successor and prepare him to take over the leadership of your company successfully. Starting with a broad assessment of personality, ego and potential we define the best ways how to work with the individual through coaching, personal assessment and development focusing primarily on the building the right talents and skills to successfully take over and further develop the family business.

■ **New Leaders and Talent Identification**

Experienced and talented managers and experts are considered as critical capital when it comes to developing and transforming Family Businesses and also successful Family Offices. Every family has its own story and values linked with the company culture and branding. By defining the value of the family brand, we can answer questions around why a potential talent should pick your family brand among others. Thanks to our professional Executive Search & Strategy Talent Acquisition approach we will provide you with the right candidates for strategic and critical positions.

■ **Family Business Governance**

Family business continuity plans commonly establish a governance structure for the family and for the family business. The purpose of those structures is to improve strategy and control mechanisms of the family business, and to organize the communication and relationship between family owners, business executives and other stakeholders. Appropriate and effective governance is the hallmark of a truly sustainable family enterprise where well performing Family Business Boards provide ideas, insight and accountability for the future. There are three main pillars of the ecosystem of Family Businesses. FAMILY – OWNERS – MANAGERS. The ability to feel and understand the differences between those three pillars is a crucial factor for the company to grow and move forward. We help to understand these differences and set the guidelines from top to bottom.

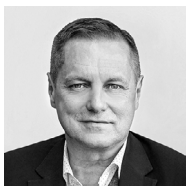
■ **The organisational structure and company processes**

Successful growth and significant market changes influence the set-up of an organisational structure including all the processes. The bigger the company, the higher the demand for a precise formalisation of departments and teams. We bring an objective view of your structure and business environment with an independent position without any history or internal relationship burden. To improve the company agility and to accelerate the growth we are ready to restructure your processes or set them up from scratch. We offer a deep insight into all levels, from strategical processes down to processes within organisations and teams. These may include complex HR processes, Supply Chain processes or Digital processes. We aim for enhancing the performance, flexibility and quality while optimising the cost and shortening the turnaround time.

■ **Interest Promotion and Government Relations**

We help family businesses navigate and succeed in an ever-changing regulatory and business environment and establish the right relationship with the government. Through effective lobbying strategies and solutions we provide them with a strong voice at national and European level in Brussels. We also advise them on how to deal and communicate with various stakeholders. When considering the future of a family business, investments, acquisitions and mergers, we can provide evidence-based and discreet services to assess risks, reputation, or potential of businesses and individuals before any decision is made.

Main contacts



Martin Krekáč
Chairman & Founding Partner
Jenewein Group
krekac@jeneweingroup.com
+421 905 719 091



Tomáš Bereta
Client Partner
Fipra
tomas.bereta@fipra.com
+421 918 590 466



Rastislav Mackanič
Client Partner
Amrop Jenewein
rastislav.mackanic@amrop.sk
+421 905 240 196



Igor Šulík
Managing Partner
Amrop Jenewein
igor.sulik@amrop.sk
+421 905 855 584



Matej Taliga
Client Partner
Amrop Jenewein
matej.taliga@amrop.sk
+421 903 568 336



Jenewein.private

Voršilská 10
110 00 Praha 1
Czech Republic

Štefanovičova 12
811 04 Bratislava
Slovak Republic

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