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2. Introduction

2.1. Description of the document

The objective of this document is to provide a more detailed overview of activities performed within Deliverable D.T2.3.2.
3. Pilot action in South-Bohemia

3.1. Context

As LP suggested, the deliverable D.T2.3.2 should provide rather a managerial report, consisting of short description, attendance lists, photos from the events, programme and other organizational aspects of the activity A.T2.x.

Based on the previous experience from the meetings with stakeholders (November 2017, May 2018), PP3 decided not to organize a common meeting/open forum with stakeholders, where the participants are expected to discuss how to change behaviour, safeguard, interest, stronger involvement and finally commitment of young descendants to take over the family business instead of opting for an external job which offering financial stability. From our previous experience, the company representants don’t want to publicly discuss their internal/family issues, especially when the business succession process is challenging and does not perform well. Therefore, we decided to develop a specific self-evaluation tool that would allow both the predecessor and successor to evaluate their situation and position on the business succession transformational process. The discussion about targeting the predecessor and successor commitment, behavior and involvement into business transfer is being open and mediated by a PP3 team member at his visit in the company. Moreover, also other family members are encouraged to participate in the discussion. This allows to address even a very intimate challenges/problems in the companies and provides more detailed overview on business succession process.

3.2. Time plan

- 7-9/2018 - preparation of the research instrument
- 10-11/2018 - individual meetings with companies

3.3. Target groups

- Family businesses in the process of business succession from the region of Jindrichuv Hradec

Preliminary list of companies which agreed to participate in the in-depth-interviews

- Gordon
- Fruko
- Klíma
- Renault Souček
- Profiles
- HB Beton
- Rain tiskárna
- Agrola, 2es.
- Angločeská, a. s.
- Santal spol. s r.o.
- U+M servis s.r.o.
- Kasalova pila, s.r.o.
3.4. Survey instruments

The overview of the developed instrument is below. We allowed the participants to develop their perspective on the given challenge and subsequently they discussed their conclusions with the interviewer.

This allowed us to a very intimate challenges/problems in the companies and provides more detailed overview on business succession process. For example, in one company we were able to investigate opinions of all three generations (the current owner, his successor who is just about to take over, and his kids who are being prepared for their future roles in the company), in another company, we had an opportunity to speak with all four business owners and their successors. Therefore, we believe such approach allows us to better understand how to change behaviour, safeguard, interest, stronger involvement and finally commitment of young descendants to take over the family business instead of opting for an external job which offering financial stability.

As for the parallel survey (see D.T2.3.1 report) we developed the instrument for predecessor and successor separately.

Version for the business predecessor
Version for the business successor
<table>
<thead>
<tr>
<th>1. Zastoupení obyvatelstva (v %, do 60% - 1, 61-80% - 2, 81-90% - 3, 91-100% - 4)</th>
<th>1 2 3 4 5 6 7 8 9 10</th>
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<tr>
<td>2. Plánování obnovy lesních souvislostí</td>
<td>1 2 3 4 5 6 7 8 9 10</td>
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<tr>
<td>3. Výrobky zvyšující efektivitu obnovy</td>
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<tr>
<td>4. Zlepšení přístupu k lesním výrobním místnostem</td>
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<tr>
<td>5. Zlepšení přístupu k lesním výrobním místnostem</td>
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V souladu