



## NEXT GENS: LEADING AND LEARNING

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Next gens want to learn and find their own role in the family business. They want to get involved and be committed before being put in charge. They may be on the board of directors or be a responsible shareholder. They may have a role insuring cohesion among family members. Next gens play a role as stewards and guardians of the family business. They are transformers who renew, adapt and develop the family business. They are entrepreneurs within the family business. Next gens live in a fast-changing world with digital technologies and globalization. They experience changes in family business models, ever-increasing competition, and permeability of intercultural boundaries. In addition, they face many challenges and opportunities from the complexity of the family business. During the succession process, they should have a clear job description, be able to manage family dynamics, understand family business values and assess their own personality. Thus, they can either maintain their local roots or adapt to global progress. They can join the company either out of a sense of duty or of respect and willingness to participate. Finally, next gens should get involved in philanthropic projects in the belief that family business is a force for good. .

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**Caroline Mathieu** has been the Executive Director of FBN France for the past seven years. Before joining FBN France, Caroline worked in the publishing sector. She spent 17 years as Editorial Director at Le Livre de Poche, a French publishing house that is now a subsidiary of Hachette Book Group. She was also the Deputy CEO of Editions Payot and Rivages, a family business company. Caroline has two Masters degrees, one in General Management and Business Administration and another in Comparative Literature.

Founded in 1998, FBN France is an association of 200 family-owned companies located throughout all regions of the country. With its headquarters in Paris, FBN France has an outreach programme that extends across the community of business-owning families. Of its 1,500 members, half are from the next generation. FBN France organizes about 100 events per year, including seminars, workshops, plenary sessions, cross-chapters events and family visits.

