

# DOJUS group

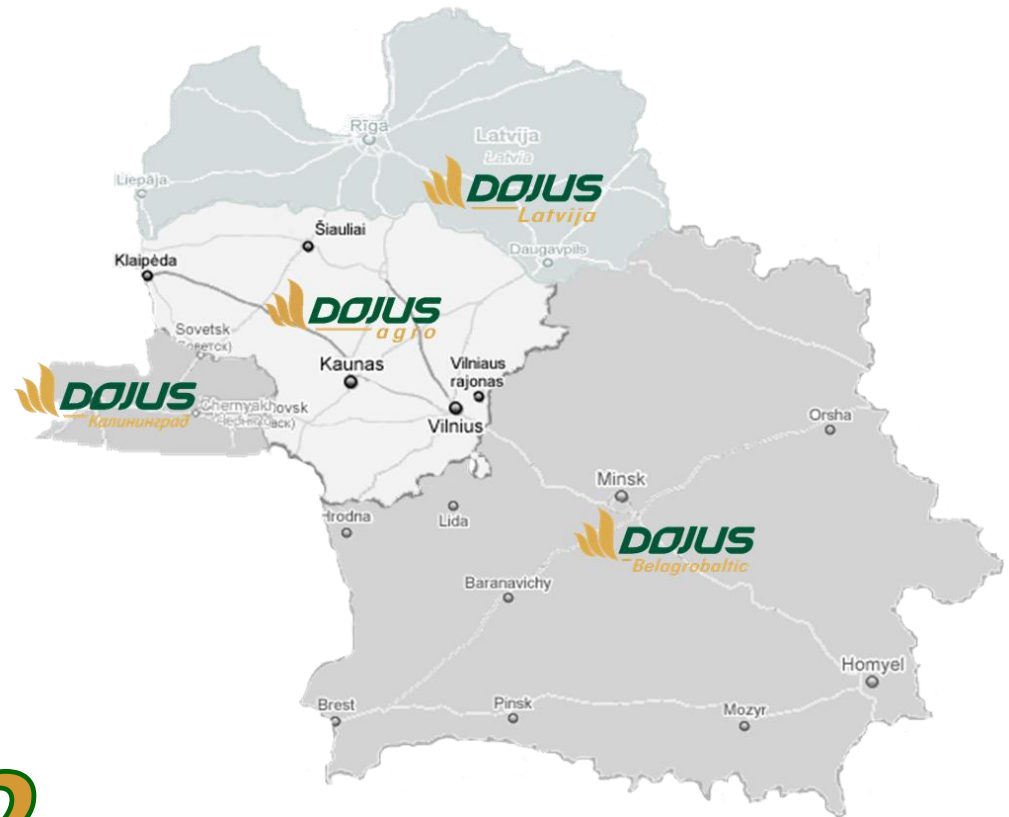
Family and business governance

A thin orange line that starts horizontally from the left, then angles downwards to the right, ending in a small open circle.

Donatas Dailide  
CEO

DOJUS group

# WHO ARE WE?



350

22



## Family business



## Other experiences



ekonovus



## Education



## MANAGEMENT VS OWNERSHIP TRANSITION

### Management transition

- Deals with business
- People and results management
- Roles & responsibilities
- Decision making
- Investments vs strategy vs operations
- Timing
- Experience and acceptance

### Ownership transition

- Deals with business and family
- Capital and values management
- XLong-term planning
- Family constitution
- Shareholder agreement
- Prenup agreements
- Family meetings

# COMMUNICATION

## CHALLENGES AND BEST PRACTICES

- “Clean the air” and establish **psychological comfort** on the topic
- Do not underestimate the complexity, the process is **time consuming**
- Start from **values as a building foundation** for both business and family
- Ideally start **before spouses and 3<sup>rd</sup> gen** are present
- **Define a “family”** in the ownership context
- Make an important decision: **business-first** or **family-first**?
- Setup the mechanisms for **hiring family members**
- Who leads the process? The role of **external moderator** and legal counsel

“A quarter in a family  
business is 25 years”

