



INBETS+ final meeting

Marzena Grzesiak, PhD, Gdańsk Tech professor



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INBETS+ results

- **Transfer Day conference**
- **Succession story**
- **Consulting**
- **Memorandum of Understanding**
- **Other activities**



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#TRANSFER DAY

Politechnika Gdańska

Wydział Zarządzania i Ekonomii (sala 007)

9 listopada 2021 r.

PROGRAM WYDARZENIA

- | | |
|--------------------|--|
| 9:00-9:30 | Przybycie i rejestracja gości |
| 9:30 | Otwarcie Transfer Day |
| 9:35-10:25 | Sukcesja w firmie rodzinnej - czyli co zdarzyć się może?
<i>Piotr Grabowski, radca prawny,
wspólnik zarządzający w Grabowski i Wspólnicy Kancelaria Radców Prawnych sp.k.</i> |
| 10:25-10:35 | Przerwa |
| 10:35-11:25 | Podatki zmorą procesu sukcesji?
<i>Kamil Skomorowski, doradca podatkowy, Partner w TaxLab</i> |
| 11:25-12:00 | Przerwa kawowa |
| 12:00-12:50 | Czym jest sukcesja, a czym może być? Psychologia w sukcesji
<i>Izabela Kielczyk, psycholog biznesu, właściciel Bellako Sp. z o.o.</i> |
| 12:50-13:30 | Pokolenia zaangażowane w CSR
<i>dr Paweł Kaczmarczyk - Czepczyński Family Foundation</i> |
| 13:30-14:10 | Przerwa na lunch |
| 14:10-15:00 | Firma rodzinna i sukcesja - panel dyskusyjny
<i>dr Małgorzata Wejer - MGJ Sp. z o.o.
Katarzyna Kolmetz - Współwłaściciel P.P.H.U. POLIPACK s.j.
...</i> |
| 15:00 | Rozmowy kuluarowe i zakończenie Transfer Day |



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#TransferDay

- 9 of November at the University
- over 60 participants: entrepreneurs, students, experts
- 19 firms
- cooperation with the law firm
- Succession in a family business - what can happen?
- Does taxes are a bane of the succession process?
- What is succession and what can it be? Psychology in succession
- Generations involved in CSR
- Family firm and succession – discussion panel



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Succession story

- **POLIPACK (Katarzyna Kolmetz, Izabella Kolmetz)**

Polipack is a producer of plastic packaging for cosmetics, pharmacy and food products known in Poland and in the world, but also ... packaging for molasses needed to smoke shisha.

- **MGJ private limited company (Małgorzata Wejer, PhD)**

A family business with over 26 years of experience. It is a leader in the production of hardwood lumber in thicknesses, in Poland. It currently employs 82 people, most of the production workers. Małgorzata Wejer, after several years of experience in scientific work, returned to the family business, determined to take care of the company's development. Succession is in progress. It was planned for 5-6 years. The succession plan includes the gradual handover of operational activities and the co-participation of the successor in making strategic decisions.



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Consulting

- 8 very short reports
- Different sectors
- Not all started the succession



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Memorandum of Understanding

Pomeranian Marschall Office

Department of Economic Development

Memorandum of Understanding

Since 2017, the project partner from our country

Gdańsk University of Technology
Faculty of Management & Economics
Narutowicza 11/12
80-233 Gdańsk

URZĄD MARSZAŁKOWSKI
WOJEWÓDZTWA POMORSKIEGO
DEPARTAMENT ROZWOJU
GOSPODARCZEGO
80-810 Gdańsk, ul. Okopowa 21/27

participated in the project INBETS (Innovative Business Transfer Models for SMEs in the BSR), co-funded by the European Regional Development Fund. As a result of the great success, it has been extended as INBETS+ for an additional implementing period until 31.12.2021. The project is coordinated by the non-profit organisation "Baltic Sea Academy" and does not pursue commercial interests.

The project has been listed as a good practice project by the European Commission in 2021¹. The overall objective of the project is to promote business transfers of SMEs to the next generation. To this end, many companies around the Baltic Sea region were already advised during the project, potential successor entrepreneurs qualified and prepared for a company takeover, coaches trained, and tools created to support the transfer process. All documents and tools are available free of charge at www.inbets.eu.

More jobs are already being lost across the EU as a result of failed business transfers than new ones are being created through start-ups. In the coming years, hundreds of thousands of businesses in the Baltic Sea region will have to be passed on to the next generation so that a priority must be given to support these transfers.

We hereby declare our support for the project's objectives and are willing to promote the topic of business transfers as far as possible within our scope of operation and region.

Organisation signing: Office of the Marshal of the Pomorskie Voivodeship
Name of signing person: Stanisław Szultka
Address: ul. Okopowa 21/27, 80-810 Gdańsk
Country: Poland

Place, 15.12.2021

DYREKTOR
Departamentu Rozwoju Gospodarczego
Stanisław Szultka
(Signature / Stamp)

¹ https://ec.europa.eu/growth/smes/supporting-entrepreneurship/transfer-businesses_en



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Other activities

- Lectures and classes concerning to succession topic



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INBETS+ team THANK YOU

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Baltic Sea Region



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Merry
Christmas
and happy
& healthy a
New Year!!!





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**HISTORY IS WISDOM
FUTURE IS CHALLENGE**