



Innovative Business Transfer Models for SMEs in the BSR +

TRANSFER DAY

Conference report

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Transfer Day

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More information about the project and its results are available at:

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General information

Transfer Day conference took place on 9th of November 2021. It was organized at the Gdańsk University of Technology, Faculty of Management & Economics by INBETS+ project teams members.

62 participants (including organization' and expert person) attended in Transfer Day, including 19 firms. The invitation was sent to FM&E Consultative Council¹. The members of this body use their communication channels for the dissemination of information about the event. The content Partner (law firm) use his database to spread the invitation. Personal contact was very helpful, too.



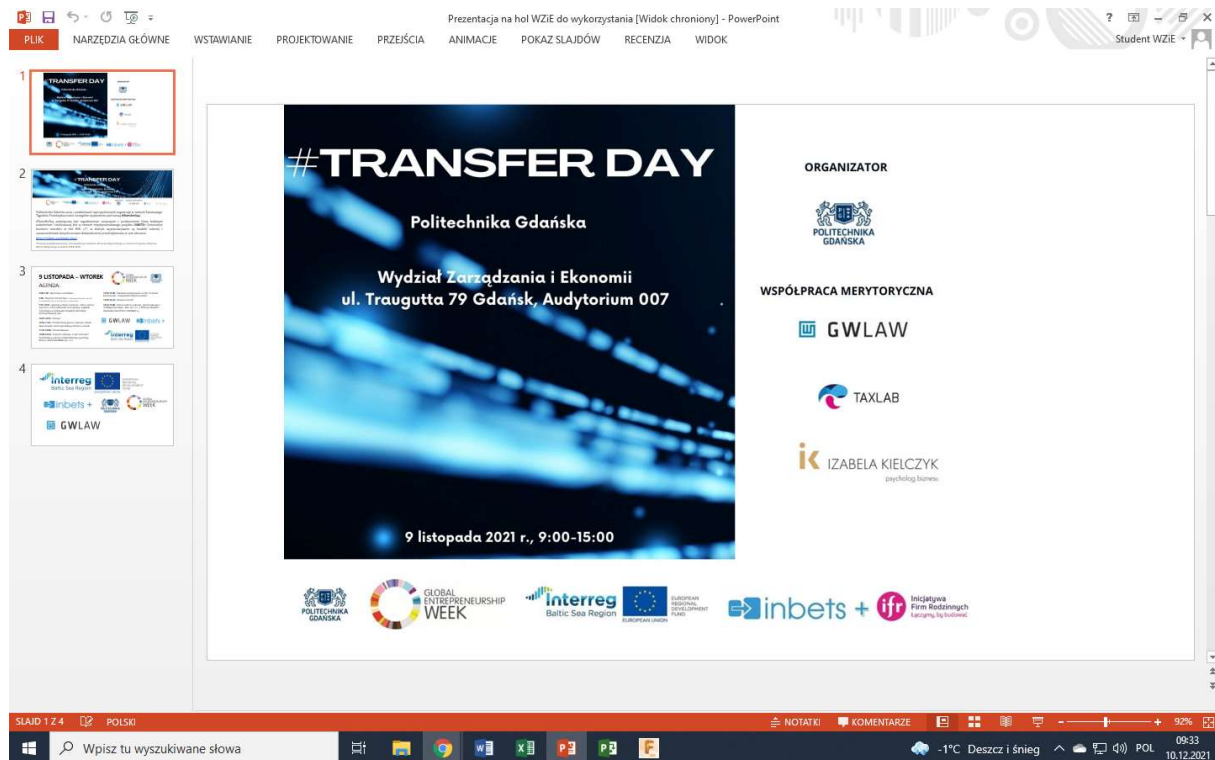
Dissemination

Information about the event was disseminated using also Internet web pages:

- Informing about Global Entrepreneurship events at Faculty (<https://pg.edu.pl/node/43/wydarzenia/swiatowy-tydzien-przedsiębiorczosci-na-wzie>)
- INBETS+ project (<https://zie.pg.edu.pl/node/930>)

A few days before, information about the event was displayed on the monitor at FM&E building.

¹ Since December 2012, the Consultative Council has been operating at FME, composed of representatives of public institutions, including local government authorities, and the business world. (see more: <https://zie.pg.edu.pl/en/faculty/cooperation-business>)



Conference

The programme of the Transfer Day consisted of the following topics:

- **Succession in a family business - what can happen?**

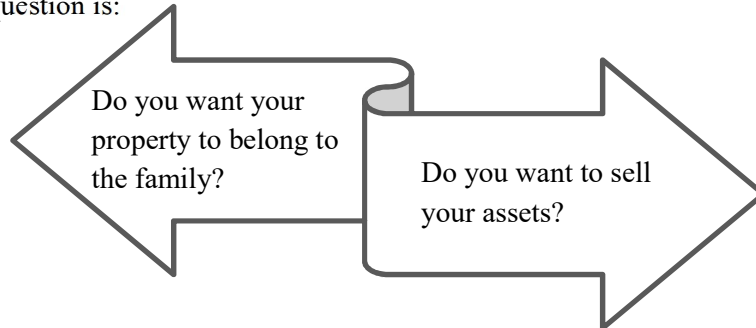
Piotr Grabowski, legal advisor, managing partner at Grabowski i Wspólnicy Kancelaria Radców Prawnych, limited partnership



Piotr Grabowski tried to answer many questions that appeared through the succession process, e.g:

Is succession a challenge for you? Why? Do you want to secure the assets accumulated over the years? Do you want to multiply it? How do you see the future of your assets? Do you want to sell your assets? Does the involvement of family members in the accumulated property fit in with the vision of increasing this property? What do you need today after many years of building wealth?

The main question is:



Grabowski i Wspólnicy Kancelaria Radców Prawnych has extensive reorganization and corporate experience, supports successors in taking their business initiatives, as well as in the processes of taking over the family business and its continuation.

- **Does taxes are a bane of the succession process?**

Kamil Skomorowski, tax advisor, Partner at TaxLab



Kamil Skomorowski presented some complicated cases especially in the “Polish order”, the new governance initiative. Entrepreneurs were very interested in this topic, the discussion after the presentation was very lively.

- **What is succession and what can it be? Psychology in succession**

Izabela Kielczyk, business psychologist, Bellako Sp. z o.o. owner



Izabela Kielczyk is both the business psychologist and the successor. She presented and analysed potential mental problems arising within the succession. All participants have started discussing during and after the presentation.

- **Generations involved in CSR**

Paweł Kaczmarczyk, PhD - Czepczyński Family Foundation

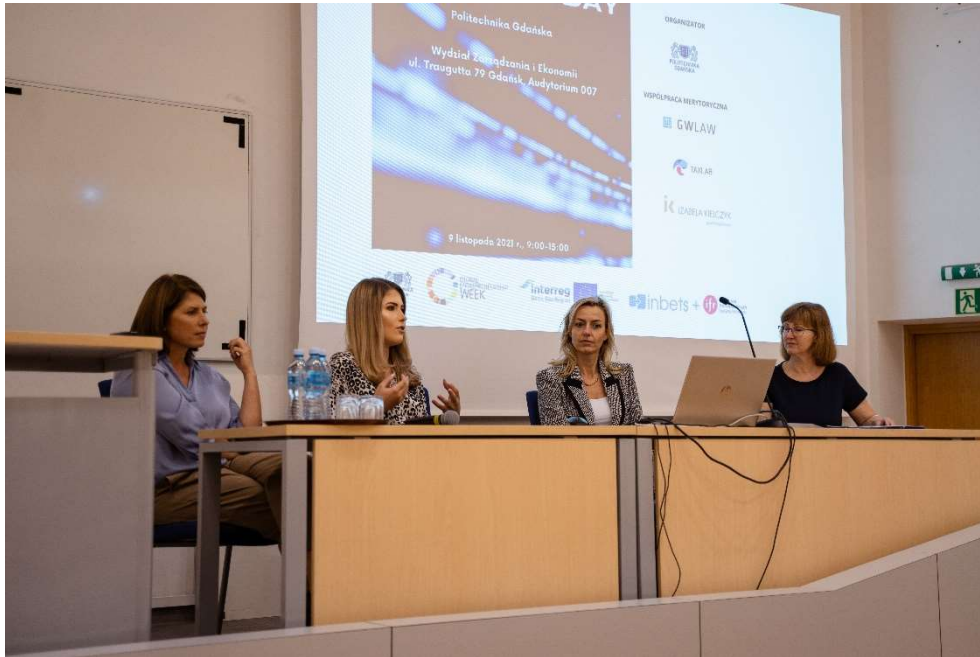


Paweł Kaczmarczyk presented how the next generations of a family business are included in CSR activities and how values are passed on.

Everyone was impressed by the educational projects that were successfully implemented.

- **Family firm and succession – discussion panel**

Małgorzata Wejer, PhD - MGJ Sp. z o.o. / Katarzyna Kolmetz – co-owner P.P.H.U.
POLIPACK general partnership and Izabella Kolmetz (potential successor)



The last part of the conference was the discussion panel: two firms which are in the succession process share their experience. Definitely, both are an example of good practice case.