

## **Family business and continuity through the eyes of the "first" and "second" generations of entrepreneurs**

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The report is based on the 2021 study.

The research methodology combined two techniques – a personal conversation in the form of a semi-structured focused interview (both offline and online), as well as the passage of an online questionnaire. The target group of the study is the owners of capital and their family members whose assets amount to at least \$1 million. A total of 53 interviews were conducted and 121 questionnaires were collected (see Research Methodology).

In the study, we focused on three tasks:

- to study the question of how the relationship between the family and the company headed by one of the family members is built;
- to discuss the ideas of our interlocutors: is the family business a value for them, or is it an atavism, a passing form of economic activity;
- how succession is planned and how the strategy is influenced by the attitudes of parents and successors regarding the value of the family business.

The problems of family business research somehow relate to one big topic: how power is distributed and how control over the company is exercised in the context of existing family ties and various models of family governance for solving both current tasks and implementing strategic goals of the family and business (Astrachan 2010; Mazzi 2011).

We have settled on a fairly broad definition, but the one closest to our tasks (although we are aware of its limitations). Here, the main semantic load is carried by the concept of family: "Family business is a business in which decisions regarding its ownership or management depend on relationships in the family or families" (Holland, Oliver 1992).

The report will present data from the 2021 study on several subjects:

- Typology and "portrait" of business generations,
- Comparison of a "family business" and a business in which the family does not participate,
- "Succession formula": the ideas of the "first" and "second" generations of entrepreneurs about the structure and complexity of the task to ensure the continuity of business and well-being.
- Ideas about the adequacy of such a form of entrepreneurial activity as a family business to modern economic and socio-cultural realities.