



**SPRING: Succession Planning and Regeneration In Family Businesses for new Growth through an innovative training programme**

**PROJECT NUMBER – 601117-EPP-1-2018-1-IT-EPPKA2-KA**

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One of the largest projects ever supported by the Erasmus+ Programme that is dedicated to family businesses' survival and growth.

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*"Family firms have been the invisible giants of the European economy for far too long. It is time to stand up and fulfil their true potential in Europe! Family firms are crucially important for Europe. They make a significant contribution to Europe's GNP and employment, and tend to be great innovators, with a longer-term vision".*

**Jose Manuel Durao Barroso,  
Former President, EC**

The main innovative elements of this project is its focus on the development of entrepreneurship, intrapreneurship and interpreneurship across generations, in order to secure the continuation of the family business.

**"SPRING**, a European funded project (by the Erasmus+ Knowledge Alliances Programme) aims at providing the necessary support, training, mentoring and guidance to family businesses across Europe, with the ultimate goal of contributing to their smooth succession planning and implementation, business continuity and strategy for growth. SPRING is the acronym of the project with the full title: **"Succession Planning and Regeneration In Family Businesses for New Growth through an innovative training programme"**.

# Aim of the Project

Making family businesses more competitive, profitable and sustainable, with higher growth potential

Assistance in decreasing unemployment levels across the EU & enhancing EU competitiveness

Assistance to family businesses in tackling the succession and business growth planning and implementation stage more successfully

There is no similar comprehensive training and consultancy programme  
in the area of managing succession within a dynamic environment  
to create high-growth succession businesses





## KEY INFORMATION

<b>START DATE:</b> <b>01/01/2019</b>	<b>PROJECT DURATION:</b> <b>36 MONTHS</b>	<b>IMPLEMENTATION IN</b> <b>9 EU COUNTRIES</b>
<b>1 UMBRELLA</b> EU ORGANISATION ON FAMILY BUSINESSES	<b>11 EU PARTNERS</b> WITH COMPLIMENTARY EXPERTISE	<b>COORDINATOR:</b> UNIVERSITY OF PALERMO, ITALY
<b>NUMBER OF FAMILY</b> <b>BUSINESSES IN EUROPE:</b> <b>14MLN</b>	<b>CONTRIBUTION OF FAMILY</b> <b>BUSINESSES TO EUROPE'S GDP:</b> <b>50%</b>	<b>CONTRIBUTION OF FAMILY</b> <b>BUSINESSES TO EUROPE'S JOBS:</b> <b>60%</b>







# Innovative Elements



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Leader:  
P7



WP3: Current State of the Art and Needs Analysis (Leader: P3)

Consolidated report of WP3



WP4: Development of SPRING Training Programme and mobility activities (Leader: P7)

Draft version of SPRING Programme



WP5: Pilot testing of SPRING Training Programme (Leader: P6)

Evaluation of WP5



WP6: Revisions and final version of SPRING Training Programme (Leader: P7)



Available for dissemination & exploitation



WP7: Family Business Innovation Awards (Leader: P5)

WP8 & WP 9

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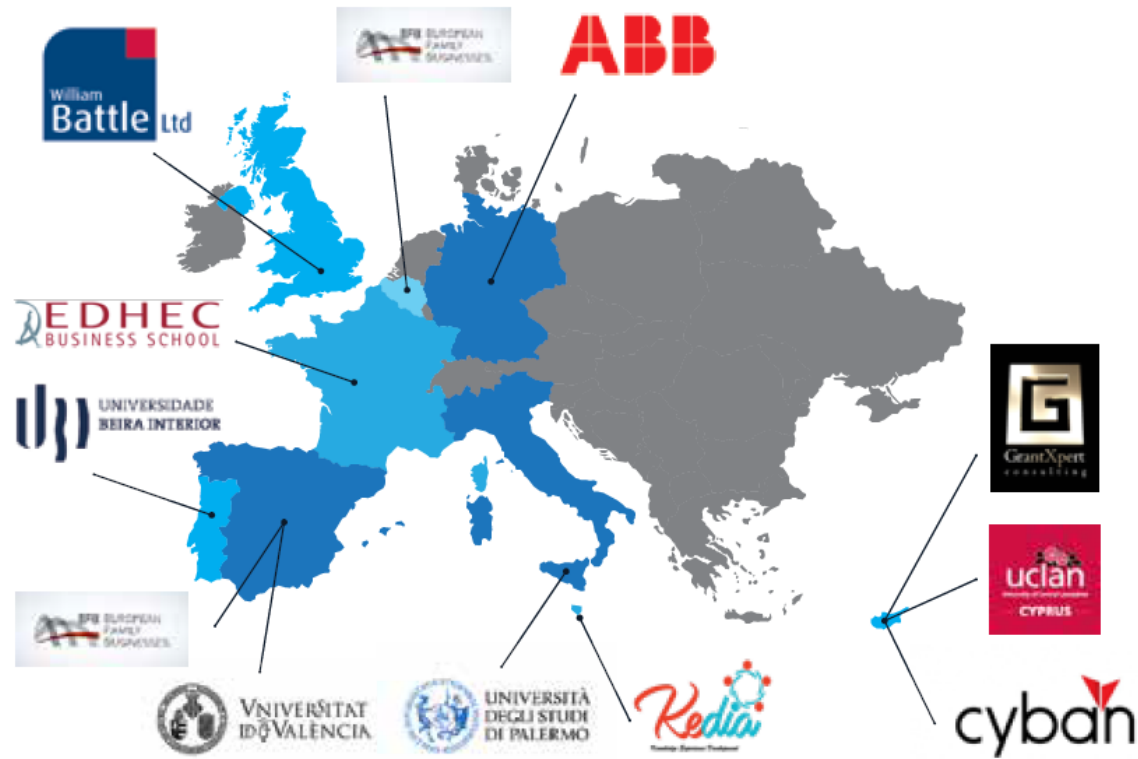
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## SPRING TEAM

The consortium team consists of eleven EU organisations from Italy (University of Palermo, the coordinating beneficiary), Cyprus (GrantXpert Consulting, University UCLAN Cyprus, CYBAN), France (EDHEC Business School), Spain (Universitat de Valencia), Portugal (Universidade da Beira Interior), UK (William Battle Learning), Germany (ABB Training Center), Malta (KEDIA International Ltd) and European Family Businesses-EFB.





**Plan A**

Local pilots (face-to-face/Online)

**Plan B**

Combination of local training sessions and joint webinars

**Plan C**

Common online webinars

# Alternative implementation plan (B): Digital/blended learning

## External Advisors

*Ask EAs to join an online sessions and evaluate the training using an online form*



## Addition of subtitles

*Subtitles added by each partner to pre-recorded videos*



## Joint sessions with guest speakers

*Ask experts or successful family business owners to give an inspirational talk online where all participants can join and interact*



## Pilot training testing

## Blended learning:

### Live or pre-recorded webinars & face-to-face sessions

*In national languages for participants at local level*



## Hosting on a popular learning platform



# Pilot testing of SPRING Training & Consultancy Programme



Have you thought about the future of your family business?  
Do all family members share the same vision?  
How are you planning the succession of your family business?  
How important is family cohesion for the continuity of the business?  
How can you make your family business more resilient and innovative?

## TRAINING & CONSULTING PROGRAMME FOR FAMILY BUSINESSES

### Introducing a unique training course for family businesses.

The SPRING programme will address these questions by providing hands-on training and practical tips and tools with additional mentoring and consulting services at your family business. The programme is broken down into modules with practical tools, such as:

- Intergenerational dynamics
- Continuity strategies
- Governance of the family business
- Succession process

### Requirements for participation:

- Priority will be given to family businesses of which both senior and younger members can participate in the training of family businesses
- Good command of English

### Useful info:

**Period:** December 2020 - February 2021  
**Duration:** 20 hours of training  
**Format:** Partly in person and partly online with experts from different EU countries as key speakers  
**Cost:** FREE  
**Deadline for applications:** 30/11/2020

### To apply send an email to:

admin@grantxpert.eu

### With the following:

- Short description of your family business
- CV/short profile of members attending
- Motivation Letter (1/2 page)



- 20 hours hands-on training
- 5 inspirational speakers from other European countries
- Mentoring from experts at the family business site
- Available places for traveling abroad to visit other family businesses
- Opportunity to participate in the EU Family Business Innovation Awards
- Networking opportunities with other businesses and experts from 9 EU countries







# Learn more about SPRING



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[www.euspring.eu](http://www.euspring.eu)



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# Succession planning in family businesses



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BEIRA INTERIOR



VNIVERSITAT  
D VALÈNCIA



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