

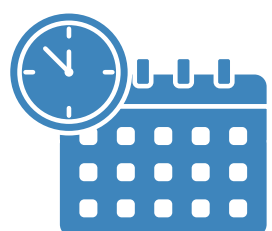


# SUCCESSION STRATEGY FOR FAMILY BUSINESS

Ensuring the continuity and prosperity of a family business across generations requires strategic planning, effective communication, and a deep understanding of both business and family dynamics. This forum is designed to equip family-owned enterprises with the essential tools and insights needed to navigate the complexities of succession planning.

This event brings together experienced business leaders, family members, and industry experts to share their stories, strategies, and best practices for successful leadership transition. Attendees will gain invaluable knowledge on **crafting robust succession plans, managing family dynamics, and addressing legal and financial considerations**. Through interactive panel discussions, keynote presentations, and networking opportunities, participants will learn how to foster unity, preserve family values, and ensure the long-term success of their business.

Whether you are in the early stages of succession planning or looking to refine your existing strategy, this event will provide you with the practical guidance and inspiration to build a lasting legacy for future generations. Join us to connect with like-minded peers, engage with thought leaders, and take proactive steps towards a seamless and effective succession process.



**17 October 2024**  
**10:00 am – 9:00 pm**

**Additional Session**  
**Getting to Know**  
**Compass**  
**18 October 2024**  
**9:00 am – 11:45 am**



**The Dharmawangsa**  
**Jakarta, Indonesia**  
**Gallery 1 & 2**



# PROGRAM OVERVIEW

**17 OCT**

10:00 AM

Welcome



Salman Subakat  
FBN Asia Indonesia Country Committee Chair

10:10 AM

Introduction to FBN Asia



Rena Chai  
Executive Director, FBN Asia

10:30 AM

Panel Insights: Crafting a Succession Plan

• Hear from business family leaders about their experience nurturing and passing the reins to the next generation.



Dato' Loy Teik Ngan  
Chairman, Taylor's Education Group



Shanti L. Poesosoetjpto  
Chairman, PT. Samudera Indonesia



Rena Chai  
Executive Director, FBN Asia

11:30 AM

Building a Sustainable Succession Strategy

• How to structure a robust succession plan that integrates family governance, family dynamics, and essential financial and legal considerations



Marcel Irawan  
Partner, PwC Indonesia



Salman Subakat  
CEO, Nurhayati Subakat Entrepreneurship Institute

# PROGRAM OVERVIEW

**17 OCT**

12:30 PM

Lunch

02:00 PM

## Grooming the Next Generation for Business Leadership

- Explore strategies for grooming the next generation into a family business leader.

- Learn practical approaches to engage, inspire, and cultivate the next generation's potential, such as fostering emotional connection, leveraging mentorship, aligning personal interests with business goals, and managing expectations.



Alvin Yap

Group Managing Director, A.D. Financial Group

03:00 PM

## Workshop: Communication Strategies for Effective Succession

What causes difficulties in communication between family members? How can we work through impasses in conflicts? In this workshop, participants will look at a family business case study to uncover some common issues that give rise to family business relationship conflicts.

A simulation role-play will be used to highlight the tools that can help families talk through their impasses. Some takeaways from this workshop include: understanding the role emotions play, clarifying subjective perceptions, and learning how to speak and listen effectively even discussing sensitive issues.



Dr Johnben Loy

Founder & Clinical Director, Rekindle Therapy

06:00 PM

## Closing: Building a Lasting Legacy through Generations



Dato' Loy Teik Ngan

Chairman, Taylor's Education Group

06:30 PM

Break

07:00 PM

Dinner

# PROGRAM OVERVIEW

**18 OCT**

9:00 AM **Add On: Getting to Know Compass**

Many family businesses feel alone and isolated in their experience of doing family and business. They feel a need to keep their issues away from the public. As a result, many do not know where to turn to when they need a private sounding board. FBN Asia developed Compass 15 years ago, as a tool to allow members to have a safe place to process their issues and get valuable feedback. What is Compass? How does it work? What makes it special? Come and learn more about it in this talk, and experience how the power of a safe and confidential peer-group can help you and your family business grow stronger and healthier.

Don't miss your chance to experience this unique opportunity in Indonesia for the first time—register now and hear from Dr. Johnben Loy, an experienced Compass trainer.



Dr Johnben Loy  
Founder & Clinical Director, Rekindle Therapy

11:45 AM **End of Workshop**

# SPEAKER PROFILE



**Dato' Loy Teik Ngan**  
Chairman  
Taylor's Education Group

Teik Ngan, Chairman of Family Business Network Asia, is the Executive Chairman of Taylor's Education Group, a private education provider in Malaysia with a portfolio ranging from primary to tertiary education. The scion of the Loy family, Teik Ngan took over the leadership of Taylor's Education Group (TEG) in 2003 and has created many firsts in the country since.

A believer of the fact that every child has an unalienable right to education and a potential for greatness, Teik Ngan has raised the bar in the education landscape in the last decade, growing, revamping and redefining education from its traditional perception. He is also a strong advocate in people development, believing that quality education can only be delivered with talented academics and professionals.

# SPEAKER PROFILE



**Shanti L.  
Poesposoetjipto**  
Chairman  
PT. Samudera Indonesia

Shanti L. Poesposoetjipto has been the Chairman of PT Samudera Indonesia Tbk since 2008. She received Diplom Ingenieur (Dipl.Ing.) in Electrical Engineering from the University of Technology Munich-Germany (TU-Muenchen), majoring in Computer Sciences in 1974.

Currently, she holds a number of concurrent positions, among others Chairman of the Board of Commissioners of PT Asuransi Bintang Tbk, Chief Executive Officer of PT Ngrumat Bondo Utomo, Chief Executive Officer of PT NBU Indonesia Utama, Member of the Board of Commissioners of PT Inter Pariwara Global and Senior Business Advisor to PT Praweda Ciptakarsa Informatika.

She is also a Founding Member & Governing Council Member of Singapore Chamber of Commerce Indonesia (SCCI), Honorary Board Member of German-Indonesian Chamber of Commerce (EKONID), Member of Asia Pacific Council of The Nature Conservancy (APC-TNC), Founder & Chairman of the Board of Trustee of Fitrah Nusantara Family Business Foundation, and also Co-founder and Founding Board Member of Family Business Network (FBN) Asia.

# SPEAKER PROFILE



**Salman Subakat**

CEO

Nurhayati Subakat  
Entrepreneurship Institute

Salman Subakat is the CEO of NSEI (Nurhayati Subakat Entrepreneurship Institute), part of Paragon Corp, a leading beauty and personal care company in Indonesia known for brands like Wardah, Make Over, Kahf, and Emina.

Under his leadership, Paragon has expanded its market share, embraced digital transformation, and increased its presence both domestically and internationally. Salman's focus on innovation, youth leadership, and education has been a key driver of the company's growth. He has also improved team collaboration at Paragon, enhanced customer engagement, and developed effective marketing strategies.

Salman is recognized as a prominent business leader in Indonesia, known for balancing business success with ethical practices and social impact.

# SPEAKER PROFILE

Rena brings a wealth of leadership experience to her role as Executive Director at FBN Asia, having held a senior leadership position at Microsoft Asia prior to joining our organization. With over 25+ years of experience in the technology industry, both in the United States and Asia, Rena has consistently demonstrated exceptional leadership skills, team management expertise, strategic planning abilities, and a strong focus on customer and partner engagement.

During her tenure at Microsoft, Rena's outstanding performance and leadership qualities were recognized through the prestigious Gold Club award, which she received three times for her exceptional contributions to the company's success.

Rena's passion for sustainability and entrepreneurship aligns with our values and vision here at FBN. She is dedicated to making a meaningful impact by fostering community building and forging partnerships with the ecosystem.

Rena holds a Global Executive MBA from INSEAD, Business Sustainability Management certification from the University of Cambridge, and is a certified independent board director from INSEAD and certified Advanced Venture Capital professional through the Singapore Management University (SMU).



**Rena Chai**  
Executive Director  
FBN Asia



# SPEAKER PROFILE



**Marcel Irawan**

Partner  
PwC Indonesia

Marcel is a partner at PwC, leading the Entrepreneurial & Private Business (EPB) practice with over 22 years of experience across diverse industries. He primarily serves private and family businesses, their owners, next-generation family members, and tech-company clients ranging from startups to unicorns.

With extensive expertise in both audit and non-audit services, Marcel specialises in areas such as transformation, governance, risk and controls, business process review, environmental, social and governance (ESG), and family governance. He has a decade of experience conducting integrated audits under PCAOB standards. Marcel graduated from the University of Indonesia and holds certifications as a Certified Public Accountant (CPA) and Chartered Accountant (CA). He is also an FFI Certificate Holder in Family Business Advising (CFBA). Marcel has gained overseas working experience in Australia, Switzerland, and the United States of America.

# SPEAKER PROFILE



## **Alvin Yap**

Principal Consultant  
Group Managing Director  
A.D. Financial Group

With over 20 years of experience, Alvin's practical and innovative solutions have made him a sought-after advisor for founders of family business conglomerates, addressing their complex business continuity, family wealth and family dynamics. He advocates "Preservation First, Accumulation Second, and Distribution Last," offering a fresh perspective on integrating family governance, wealth structuring, and generational wealth strategies to preserve wealth for many generations.

# SPEAKER PROFILE



## **Dr Johnben Loy**

Founder and Clinical Director  
Rekindle Therapy

Dr Loy is a Licensed Marriage & Family Therapist and the founder and clinical director of the premier family therapy centre in Malaysia: Rekindle Centre for Systemic Therapy. He received his MBA from Cambridge University, his MTS in counselling from Tyndale Seminary (Toronto), and his PhD in Family Social Science from the University of Minnesota.

He has given talks and seminars internationally for more than twenty years to corporations and the non-profit sector. He has lectured in undergraduate and graduate courses in the US and Canada on family therapy, family business, and entrepreneurship, and he has authored six articles on family business in academic journals. He holds a monthly radio talk show on BFM 89.9 radio, the premier business radio station in Malaysia.

Dr Loy's doctoral dissertation *Dynasting Across Cultures* was the first study to develop a theory of Chinese family firms in Malaysia. In addition to his clinical and academic knowledge on family businesses,

He is a second-generation member of a three-generation family business. He and his family are active members of the Family Business Network Asia.



# 2024 FBN INDONESIA FORUM

## WE LOOK FORWARD TO SEEING YOU!

**ORGANIZER**

