

South Florida **BUSINESS JOURNAL**

May 22-28, 2009

How to prepare for the next generation to take over the business

SPEAKING UP

Local experts offer tips for successfully leaving a family business legacy for future generations:

BY OSCAR PEDROMUSIBAY



■ **Lawrence Ploucha**
Partner, Atkinson, Diner,
Stone, Mankuta & Ploucha

Ploucha said family business continuation is one of the most difficult problems to solve, whether due to retirement, disability or death.

He cautioned that, in most cases, children of the founder likely will have their own interests and talents that do not involve the family business.

Ploucha said the most important thing is to bring the future generation in at an early age

and teach them all facets of the operation.

The handover, he said, is never easy, since the qualities needed to create and build a successful business may cause the owner to resist giving up control and shifting responsibilities to other family members.

Sometimes, there is the realization that family members do not have the talent, knowledge or desire to successfully carry on the business.

"If that is the case, the founder faces the tough issue of either taking a chance on them and risking the loss of a valuable business, or selling the business to a third party and at least providing a legacy for the heirs in the form of cash from the sale," Ploucha said.