

## OUR TARGET GROUP

The MAGISTER Guide will positively influence different groups:

In the short term impact; family business SMEs of the metal sector and workers of family SMEs.

In the long term impact; family business SMEs and workers of other sectors or close to the metal sector, the public institutions, authorities, and certification and training organizations.

## RESULT

The main result of the project will be the realization of a Guide for the transmission of knowledge in the family business SMEs.

## PARTNERS



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**MAGISTER: Transfer of  
Experience and Knowledge in  
the Family SMEs.**



## INTRODUCTION

It is a fact, that many small and medium family enterprises disappear every year because they can not overcome problems and difficulties that involve the transfer of business.

The mortality rate of a family business is twice comparing with the rest of SMEs, many times failing at the time of having to cede the control of management.

## WHY THIS PROJECT?

Analysts say that one in two family businesses do not survive the second generation change and warn that the mortality is higher in the passage of the third generation: 75% of those who reach this stage disappear of the market. It is estimated that about 30% of them (1.5 million) would disappear due to poor preparation for their transfer. This involves that approximately 6.3 million jobs could be lost.

Given these weaknesses, SMEs have a long family tradition and experience, and often accumulated knowledge through work experience. Validate and formalize their learning usually acquired through non formal and informal ways to allow its transmission to

subsequent generations, are key values for the survival and development of these enterprises in today's changing context and to achieve a learning culture.



## *MAGISTER: Transfer of Experience and Knowledge in the Family SMEs.*

MAGISTER, based on the TACITUS (Enhancement and Transfer of non formal learning I/03/B/F/NT/154072), aims to identify and develop the knowledge and key skills of family Metal SMEs and facilitate their transfer to future generations, with the participation of all the stakeholders of the Metal Sector.

The Project is about facilitating and enhancing the transition into the family business more quickly, efficiently and using the expertise available and help them to develop a new knowledge management strategy, through a realistic common

methodology and tools that serve to:

- Develop the limited knowledge there is on age management in SMEs.
- Increase motivation and participation of the experienced groups.
- Facilitate the transfer of this knowledge to new generations.
- Promote a reciprocal exchange.
- Allow the transfer of knowledge in new situations.

## *MAGISTER Project Web*



**WWW.MAGISTERPROJECT.EU**

