

Justification

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.



MAGISTER: a project oriented to Industrial Family SMEs.

Cluj-Napoca: Second Meeting.

On 9-10th June 2011, the second transnational meeting of MAGISTER project was held in Cluj-Napoca to keep on developing the knowledge formalisation, capitalization and transmission within the Industrial Family SMEs.



Led by the Foundry Association of the Basque Country and Navarre — AFV, and coordinated by the Metal Federation of Biscay — FVEM, the project is financed by the European Commission, in the framework of Transfer of Innovation of Leonardo da Vinci Program for Vocational Training and it will be developed during 2011-2012 in a coordinated way among Spain, France, Romania and Italy.



The Partnership has the participation of both public and private important institutions for training, evaluation and consultancy, all directly bond to the Industrial Sector, like: Empresarios Alaveses – SEA (Basque Country), Cluj-Napoca Chamber of Commerce and Industry (Romania), public Organization for professional training and improvement GIP-CAFOC (France) and CONFINDUSTRIA Veneto SIAV S.p.a (Italy).

Romania: State of the Art, Research and Analysis

During the meeting in Romania, the coordinator entity described the dissemination activities developed so far and a common way of dissemination was agreed. Besides, the indicators of the Project Quality Evaluation were agreed: meeting planned objectives and expected results, coordination and communication between partners, monitoring and evaluation activities developed at transnational and national level, economic and financial management and dissemination of the project outcomes.





The second transnational meeting was focused on the presentation and discussion of the work done during the last months: Selection of the main methodologies and tools to formalize and transmit the knowledge and detection of the main strenghts and weaknesses of the responsible for the family industrial SMEs in relation to the use, knowledge and expectations of the methodologies and tools to formalize knoelwdge.

Taking the opinion of experts from different companies as a starting point, and after a transnational evaluation of the results, five methodologies were selected as the most interesting for Industrial Family SMEs: The Action Learning Practices, Cross Ages(Intergenerational) Experimentations, Coaching– Mentoring, Action Reviews and Auto – Confrontation.

Develop a Guide to Formalize and Transfer knowledge in the Family SMEs.

In Cluj-Napoca, we also presented the working proposal and the methodology to follow during the next six moths to achieve the objectives planned for the following stage: Develop a Guide to formalize and transfer knowledge in the Family SMEs.

The aim of this Work Package will be:

- Develop tools for managers of human capital in family industrial SMEs, that contribute to incorporate into their strategies, external resources (methodology and tools for transfer of non-formal knowledge).
- Help them to know, understand and apply concepts derived from the formalization, management and transmission of competences in the enterprise, of the lifelong learning and of the knowledge of informal learning.



Next Transnational Meeting:

France, 28 - 29 November 2011.

Partners



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