

Planning for the future

Your family. Our team. Together



Family Governance Consulting

Whether you are an entrepreneur who has founded a successful enterprise and are thinking about passing it to the next generation, a multi-generational family business, or a couple of friends who have started a business together, at some point you have probably spent time thinking about the future.

You may be considering aspects, such as ownership and leadership succession, how to ingrain effective decision-making frameworks, employment of family members, managing different generational perspectives on what matters, or how to bring non-family expertise into the business.

You are not on your own. Our team of family advisors can help you manage these sometimes emotive and challenging matters, with a thorough understanding of the dynamics of the family, the business and the owners.



What is the purpose of our wealth?



How are we going to achieve it?



And what next?



How we can help



Our clients range from first generation business owners to multi-generational, global businesses with many shareholders, family offices and non-trading wealth holders.

Our role is to help the owners and other stakeholders understand their options for the future and support them in making decisions that combine their aspirations, traditions and values.

Thinking about the future; whether you want to grow, sell or transition, we can guide you with your thinking about the next steps.

- Defining your purpose; ensure your family and business are aligned behind a common purpose.
- Decision making; creating a governance framework that enables efficient and effective decision making whilst maintaining family harmony.
- Continuity planning; helping you manage ownership and leadership succession.
- Tax & legal infrastructure; changes you make will all trigger substantial legal and tax implications and our Private Client Advisory team can help you plan for and implement the changes.



Key issues

We help families and business owners think through:

Succession of ownership and/or management in the business

- I am ready to transition but I don't know what will happen to the business if I leave, and what I will do afterwards.
- I am not sure if the next generation are capable, able and willing to be involved.

Employment of family members

- How do family members get a job; does nepotism apply?
- How do I performance-manage family employees within the business?

Decision Making

- With the introduction of non-family management, there is a need to better understand who makes what decisions. Are these management, board or owner's decisions?
- We have a lot of assets and wealth outside the business but no real framework for how these are governed or how decisions are made.
- I want the wider family to be more involved in understanding the business and making key decisions as owners.

Regulatory and taxation

- I would like to create a family constitution, or my existing constitution needs revision. I would like to plan my estate and think about how I can pass it to the next generation.

Our team of consultants help families and business owners define or refine their purpose and goals and craft a path to achieve them. Equally, if your family already has a clear view on the future, be it organic or inorganic growth, succession, sale, gifting or diversification, we are here to support you and guide you through planning and implementation.



Questions to ask yourself

- How do we see the management and ownership of the business being developed in the future?
- What are our options for the future?
- How does the family interact with the business?
- What roles do the family have in the business?
- What is the next generation's current involvement in the business?
- What is our process for employing and remunerating family members?
- How are decisions made in the business and the family?
- How do we engage the wider family in relation to the business and family assets?
- What are the tax and legal implications of passing on the business and wealth?
- What are the family's thoughts on philanthropy?
- Are we all aligned on the future of the business?
- How do we communicate as a family?



Family Governance Team



Wole Obayomi

Partner & Head
Tax, Regulatory & People Services
T: +234 1 271 8932
E: wole.obayomi@ng.kpmg.com



Nike Olakunri

Associate Director
Family Office and Private Client
Tax, Regulatory & People Services
T: +234 1 271 8948
E: nike.olakunri@ng.kpmg.com

kpmg.com/ng



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