

Okeili&co.

Pragmatic Advisors

The Region's Leading Advisor on Family Business

Flirting With IPO! How Ready Are You?



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Family businesses' readiness to float on the regional stock markets is commonly underestimated by family members. While almost every family owner overseeing a prospering business contemplates with the possibility of going public in the medium to long term, preparing the company for an initial public offering down the line remains a complex and nail-biting task, even for professionally run businesses.

What are the main challenges?

Small to medium sized businesses, pursuing readiness to exit, should worry about three fundamental challenges:

Do we have the right organization structure and process design that is mature enough to tackle industry forces, address market needs, marry growth and generate adequate financial results, accurately and timely to handle the rigor of public reporting scrutiny?

Do we have a solid corporate governance understanding that promotes in place a robust regulatory system capable of achieving compliance with the target market regulations?

Do we have a scalable IT infrastructure that is capable of meeting our growth in a sustainable fashion?

How can we help?

Okeili & Co organization design practice group facilitates the mission of companies in creating and executing a plan that optimizes the capabilities of the organization on five main dimensions.

- **Organization Structure:** Through our rigorous internal due diligence and industry benchmarking, we identify with top management multiple design criterion that develop the building block for the future state structure, aligned with their vision and strategy
- **Process Redesign:** We promote a revised service delivery model that starts at every client interaction and propagates backwards to the front stage support, back stage support and the governing redesigned process. The process can then be modeled to inaugurate the building block for the right IT infrastructure
- **Human Resources:** We put in place a competency-based HR system that consolidates job design, compensation, selection and recruitment, and training and development around strategic core competencies that are directly linked to organizational success
- **Corporate Governance:** We help family members develop a mature governance understanding by establishing the right board structure , the necessary governing committees, management code of conduct and compensation, and shareholder rights to maintain the balance of power between shareholders and managers and facilitate access to financing
- **Leadership & Sustainability:** We provide c & v-level executive coaching as part of an executive retention program to ensure the family member, in capacity of CEO, can be securely succeeded for prolonged sustainability

A Win-Win Plan!

Whether family owners intend to exit or not, the above three years full proposition (more or less) or a selection of its components, immensely contribute to the continued growth and sustainability of a family owned business.



For more information on Okeili&co Next-Generation advisory efforts, please write us to engage@okeili.com

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