

### Case Study Part 3 - “People”

#### 3.3 Business Transitions to the Next Generation.

As mortal business owners, there will come a time when our business must be transitioned to the next generation. We can plan for this, or we can allow our family to be caught by surprise and suddenness, confused, and unprepared. Therefore, the sooner we plan to pass on the baton, the better, for we do not know what a day may bring.

What are we planning for?

Ultimately, we prayerfully hope and plan for the business to be handed over to worthy hands- those who embrace and uphold biblical values and fear the Lord. This is our spiritual act of stewardship – to impart values, rather than just valuables.

However, preparation takes time. Joshua was Moses’ aide since youth. It is wise and prudent, under our purview and oversight, to allow our children to make decisions and take measured risks. If they succeed, they gain experience and confidence. If they fail, we are available to mentor, guide and counsel them as long as we are still alive to help.

**Proverbs 13:20** “Whoever walks with the wise becomes wise, but the companion of fools suffer harm.” (ESV)

**Proverbs 18:9** “Whoever is slack in his work is a brother to him who destroys.” (ESV)

**Proverbs 22:3** “The prudent see danger and hides himself, but the simple go on and suffer for it.” (ESV)

**Proverbs 22:6** “Train up a child in the way he should go, even when he is old, he will not depart from it.” (ESV)

**Numbers 11:28** “Joshua son of Nun, who had been Moses’ aide since youth...” (NIV)

### Case Study

Lola is a Christian businesswoman who inherited the family business from her late father, Randy.

She was trained under her father's tutelage and acquired in-depth business skills. Recently, she attended a series of Business as Missions (BAM) meetings and learned what the Bible teaches about business. She was reminded that God is the Owner of everything, including the business now entrusted to her. She began to realise that the business values and practices she had acquired are dissimilar from the teachings of Scripture. In particular, she learned of the 4Ps (Purpose, Profit, People and Planet) of business as God's design for business.

In retrospect, Lola recalled her father was not a serious practitioner of Christian values in his business. Much of Randy's business practices were driven by his own knowledge and wisdom, family values and lessons learned from other successful businessmen he knew.

Born into a Christian family, Randy tried to do the right things in business. He had started, for example, a Bible study group for his workers but he eventually became frustrated and shut it down. The workers, while many were Christians, were lazy at work, preferring to attend Bible study and avoid their work. They were non-diligent workers and did not display Christian values and ethics at work. They underperformed in their jobs, and many had poor attitudes. For the purposes of this case study, we will refer them collectively as the "insolent workers".

Suddenly, one day, Randy was diagnosed with terminal cancer. He realized he could not take the business and all that he had accumulated with him, and he knew his time was short. In his brokenness, he confessed and repented before his Maker shortly before he went home to be with the Lord. Randy's desire was for Lola to run and manage the family business in a way that glorifies God.

The business was then passed on to Lola. Among the many things Lola wanted to change, she had a desire to recommence the Bible study group in the company. However, she hesitated, as the insolent workers from Randy's reign, who were poor witnesses, remain at work, and their inclusion would discourage and "pollute" the other workers Lola is hoping and praying to reach out to.

## BAM Singapore - Case Study

Lola is earnestly seeking the Lord's for wisdom and direction as to the way forward. She is also seeking your counsel and advice on the following: -

1. How can she transition from a traditionally run business based on cultures, traditions, and earthly values to one that is God-centred? List the things Lola should do intentionally and systematically?
2. How should she deal with the insolent workers? What must change?
3. How shall she implement the 4Ps of BAM in the business under her watch?
4. What lessons can we learn from Randy?