Case Study: Succession Planning in a Family-Owned Business

Jan Blokland, General Manager
Peter Blokland, Associate Director
To pass the baton

Jan & Peter Blokland, Blokland cold stores
Blokland Cold Stores

- Company History
- About the company
- Development of the Company since then

Current situation:
- Shock freezers
- 25,000 pallets capacity
- 500 Mton packaging
- Defrosting 20 Mtons
Succession process

• The personal journey
• The start
• Two teams become One team
  – Letter of intent
  – The true value of the company
Peter the person

- Business degree
- APICS CSCP
To pass the baton

• Meeting the team
• Meeting the customers
• First…. (every thing)
Next step 6-18 months

- Keep the team and each other informed
- From owner to coach
Key notes

• Be open and honest
• Take a decision when a decision needs to be made
• Have fun
Questions?

• Thanks you for your time

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