



CONCEPT PAPER

THEME:

FAMILY BUSINESS SUCCESSION: MANAGING TRADITION AND INNOVATION CONFLICTS IN TRANSITIONS.

DATE: 18TH & 19TH JUNE 2026.

TIME: 9:00 AM GMT.

**VENUE: THE PALMS BY EAGLES HOTEL,
AIRPORT, ACCRA.**



Overview



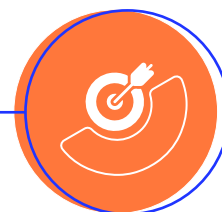
The broader business landscape has exponentially become volatile, uncertain, complex, and ambiguous. Global business challenges have extended from a company's weaknesses and national threats to international trade wars, supply chain uncertainties, travel restrictions, and wars. Business challenges call for continuous innovation to stay relevant and resilient. Family businesses are not exempted from the requirement to survive.

For African family businesses it has majorly been the next generation causing changes in their enterprises to innovate. Most of them are from affluent families who sponsored their education abroad. If they do not school overseas then they attend good schools on the continent that makes them challenge the status quo. These "highly" educated next generation leaders come back into their family business and want some innovations outside their parent's traditional ways of running the business. They feel the older folks' style is archaic and needs to be improved for efficiency. They believe innovation in their family business will help them avoid work-life imbalance and improve quality living. Some also think that their family businesses have plateau and needs to innovate in order to reinvent or grow. Scalability is another point for the innovation crusaders in the family business.

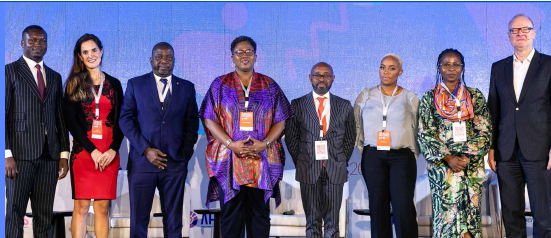
On the other hand, some of the older folks believe that legacy can only be built on tried-and-tested traditions of the family business. Doing business in Africa comes with its own risk and sometimes have a sure blueprint ensures business survival. Some old folks believe that Africa still needs fundamental business models and not the overrated buzzwords such as artificial intelligence, machine learning, and others. They sometimes believe that the next generation will crash the business if they allow them to apply the bold foreign concepts that they are exposed to.


The question is; where does the two divergent views converge? Maybe the tradition can be innovation. Also, innovation can be the tradition. Another school of thought is that innovation can arise through tradition. The 5th Edition of Africa Family Business Summit seeks to present bold family business models where innovation can marry tradition. With the theme, **Family Business Succession; Managing Tradition and Innovation Conflicts in Transitions**, the summit will encourage conversations around how to manage the divergent views and interests of the generations in the family to ensure embeddedness.


Objectives





- 1. To host speakers who have depth in family business topics especially family dynamics and innovation.


- 2. To breakdown the broader theme into relevant topics and name each session with a particular topic for discussion. The topics for discussion include; conflict management, transitions in family enterprises, innovation in a family business, how to maintain family tradition, mental health, technology and digital transformation, and how do different generations work together.

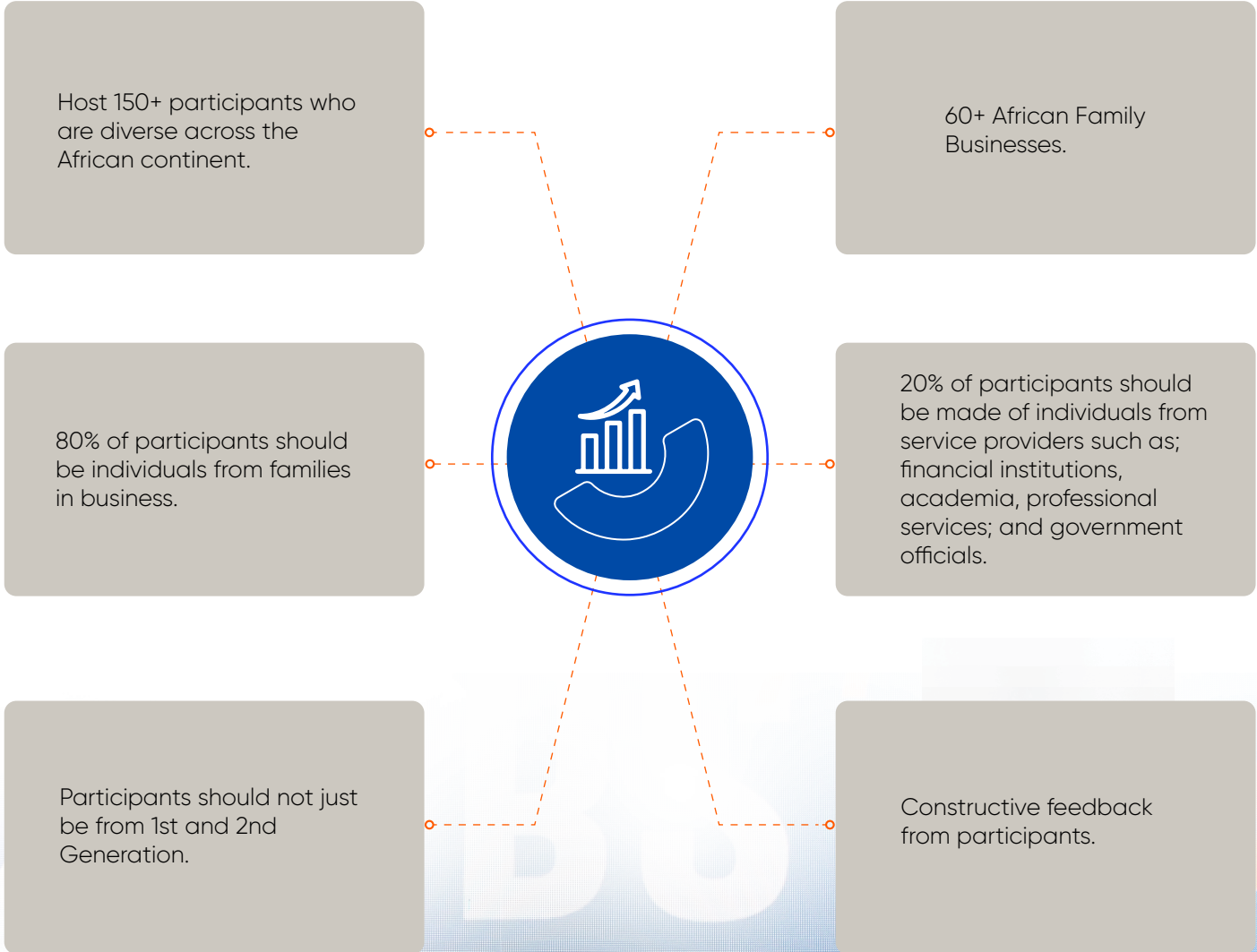

- 3. To have adequate breaktimes during the summit to enhance networking.


- 4. To present models or tools that participant families can apply in their family businesses for results.


- 5. To present cases of successful families who have been able to transition across generations.



Expected Outcomes



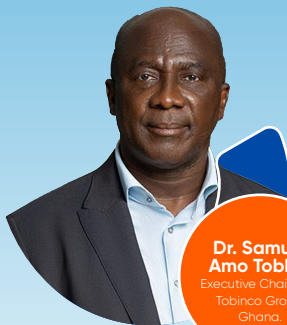
AFRICA FAMILY BUSINESS SUMMIT



Proposed Speakers



H.E. Wamkele Mene
Secretary General,
The African Continental
Free Trade Area
(AfCFTA)



Dr. Samuel Amo Tobbin
Executive Chairman,
Tobinco Group,
Ghana.



Tsitsi Mutendi
Co-Founder,
African Family Firms,
Zimbabwe.



Cosmas Maduka CON
Founder & President,
Coscharis Group,
Nigeria



Prof. Elmarie Venter
Director of Family
Business Unit, Nelson
Mandela University,
South Africa



Peter Vogel
Director, IMD Global
Family Business Center,
Switzerland



Mrs. Charlotte Osei
Wealth/ Legacy Lawyer
& Tri-Sector Consultant,
Ghana



Ashish Gokaldas
Associate Director,
Gokals Limited,
Ghana



Vako Ferguson
Non-Executive Director,
Nyaho Medical Centre,
Ghana



Ayo Anibaba
Deputy Managing
Director, Sweet Sensation
Confectionery,
Nigeria



Catherine Engmann
Founder, Mindful
Governance,
UK



Emmanuel Kojo Jones-Mensah
CEO, Empire Domus Ltd,
Ghana



Mr. Samuel Ntim
CEO, Yedent Group,
Ghana

Draft Agenda

» **Pre-conference: Wednesday, 17th June, 2026.**
(Host: Nova Business School Africa)

Time	Activity / Topic
6:30pm – 8:30pm	Family Business Succession Masterclass Topic: When Innovation Meets Tradition in Family Business Succession.

» **Day 1: Thursday, 18th June, 2026.**

Time	Activity / Topic
8:30 am – 09:00 am	Welcome and Registration
9:00 am – 9:30 am	Breakfast
9:30 am – 9:45 am	Call to Order
9:45 am – 10:00 am	“Welcome to Ghana” Cultural Dance
10:00 am – 10:15 am	Welcome Address
10:15 am – 10:35 am	Presentation by AfCFTA Topic: Promoting Intra-Africa Trade with AfCFTA Agreement; the Distinctive Opportunities for African Family-Owned Businesses.
10:35 am – 10:45 am	Partners' Ads
10:45 am – 12:00 pm	Next Generation Panel Discussion (Panel: Emmanuel Kojo Jones-Mensah, Ashish Gokaldas, Vako Ferguson, and Ayo Anibaba) Topic: The next generation's perspective on how to maintain family tradition while innovating for continuity.
12:00 pm – 12:30 pm	Coffee Break
12:30 pm – 12:40 pm	Partners' Ads
12:40 pm – 12:50 pm	Partners' Comments
12:50 pm – 1:30 pm	Law & Legacy Lecture Topic: Conflict in families of business, a cause for growth or dissipation of wealth?

Draft Agenda

» Day 1: Thursday, 18th June, 2026

Time	Activity / Topic
1:30pm – 3:00 pm	Lunch and Networking
3:00pm – 4:30pm	Breakout Session <ul style="list-style-type: none"> - CEOs (The position of proper governance structures in ensuring fit for innovation and tradition) - NexGen (Maintaining the solid rock of family tradition through Socio-emotional wealth (SEW))
4:30pm – 4:45pm	Plenary
4:45pm – 5:30pm	Keynote Address Topic: A case for prioritizing mental health when different generations of a family work together.
5:30pm – 6:00pm	Networking and closing.

» Day 2: Friday, 19th June, 2026

Time	Activity / Topic
8:30am – 9:00am	Welcome and Registration
9:00am – 9:30am	Breakfast
9:30am – 9:45am	Call to Order
9:45am – 10:00am	Recap Video & Partners' Ad
10:00am – 11:30am	Family Business Succession Masterclass Topic: Managing Tradition and Innovation Conflict in Transitions.
11:30am – 12:00pm	Coffee Break
12:00pm – 1:30pm	Family Business Succession Masterclass Topic: Managing Tradition and Innovation Conflict in Transitions.

Draft Agenda

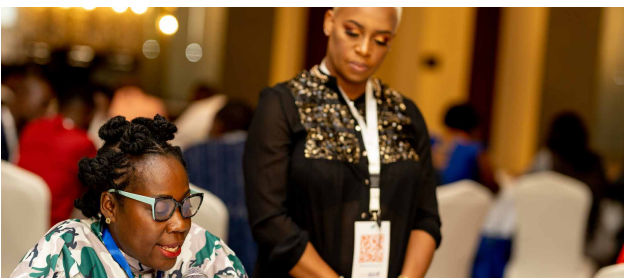
» Day 2: Friday, 19th June, 2026

Time	Activity / Topic
1:30pm – 3:00pm	Lunch and Networking
3:00pm – 3:10pm	Partners' Ad
3:10pm – 4:10pm	CEOs Segment (Panel: Dr. Samuel Tobbin & Mr. Samuel Ntim) Topic: How CEOs can reinvent their businesses with the next generation's contributions.
4:10pm – 4:55pm	CEO Fireside Chat (Panel: Cosmas Maduka CON) Topic: Technology and Digital Transformation in Legacy Businesses.
4:55pm – 5:30pm	Keynote Address Topic: Raising the Baobab, African family businesses innovating through their distinct traditions.
5:30pm – 6:00pm	Networking and closing.

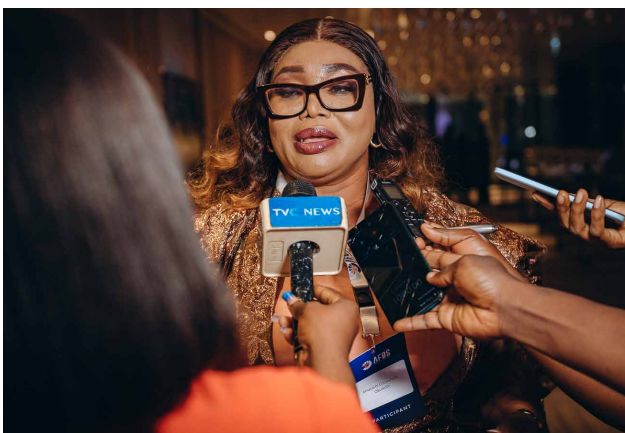
AFRICA FAMILY BUSINESS SUMMIT 2022



AFRICA FAMILY BUSINESS SUMMIT 2023



AFRICA FAMILY BUSINESS SUMMIT 2024



AFRICA FAMILY BUSINESS SUMMIT 2025



We have organized four editions of the Africa Family Business Summit (AFBS) in 2022, 2023, 2024, 2025. Our venues have been in Accra, Ghana, and Lagos, Nigeria. Our key statistics for the four events include;

60
World Renowned
Speakers

120+
Family Business
Representations
(Including their 1st, 2nd, 3rd, and 4th Generations)

650+
Participants

12+
Represented Countries
(Africa, Europe, Asia and America)

15+
Business Sectors

Well Curated
Sessions

Please visit www.afbsummit.org for more information.

We have been in the media



Jean Meeks-Koch • 1st 3d ...
CEO/Founder at Positively People and CEO/Managing Director at PP Generati...

great conference and better still were the connections and conversations!

2 | Reply

Yomesh Motee • 2nd [+ Follow](#) ...
Team Leader at DTOS Ltd
6h • Edited •

I had the privilege of attending this year's [Africa Family Business Summit](#) in Ghana, alongside our Business Development Manager, [Vaneeta Bickoo Brelu-Brelu](#).

I would like to thank Vaneeta for her valuable mentorship throughout the trip, which was a very enriching experience.

The summit proved to be a great learning opportunity and was eye-opening in many aspects. It was inspiring to discover the dynamism of the African entrepreneurial landscape, particularly the growing commitment among young entrepreneurs to adopt and uphold strong governance practices within their businesses.

Engaging with these individuals and exploring their innovative business models was both enlightening and thought-provoking.

I have shared some of my key takeaways from the summit below and invite you to have a read.

char_osei This week, Accra was privileged to host the African Family Business Summit, the brainchild of [@dennis_oteng](#) and Ravens Consulting. What an amazing learning and networking experience. Thank you [@africafamilybusinesssummit](#) and thank you to the amazing panelists on the discussion I facilitated on raising capital for African businesses. [@sjdelle](#) and [@jaymoofficial](#), you both rock! Here's to a bigger and brighter future for African family businesses

Edited · 4h

Cynthia Scott Ph.D. M.P.H. • 1st 3d ...
Regenerative Change Leadership-Create Mental Fitness and Future Resilience...

Dennis, you and your team has created another conference to talk about thriving in family business. So good to see everyone gathering. Fond memories of the workshops last year and so good to see the growth and excitement.

Eyram K. • 2nd [+ Follow](#) ...
Sales Director
1d • Edited •

✦ Africa Family Business Summit ✦

I recently had the opportunity to participate in the African Family Business Summit in Accra.

The two-day conference was a powerful reminder that entrepreneurship is often talked about in Africa, but it is forgotten that the richest entrepreneurs are often those who run family businesses. Yet, very few of these companies survive beyond a few generations. What for? Because of governance challenges, lack of structure, and sometimes complex dynamics between founders and family members.

This summit reminded me of one essential thing: you don't inherit leadership, you DESERVE it.

Building a sustainable family business requires preparation, performance and a clear vision for future generations.

I am grateful to the [Dr. Dennis O. Oteng](#) the CEO of the Africa Family Business Summit, for creating such a powerful space for connection, learning and growth.

✦ I also had the chance to meet one of the brightest event companies in Accra — [@jandeltd](#)!

As many know, I am passionate about events, so this meeting was much more than just an exchange — it was a real moment of inspiration.

Stay tuned for the rest 📖



AFBS 26
AFRICA FAMILY BUSINESS SUMMIT

A C C R A , G H A N A