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# Global STEP Project Benchmarking Report for 2019 Quantitative Data

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*The Impact of Changing Demographics on Succession and Governance.*

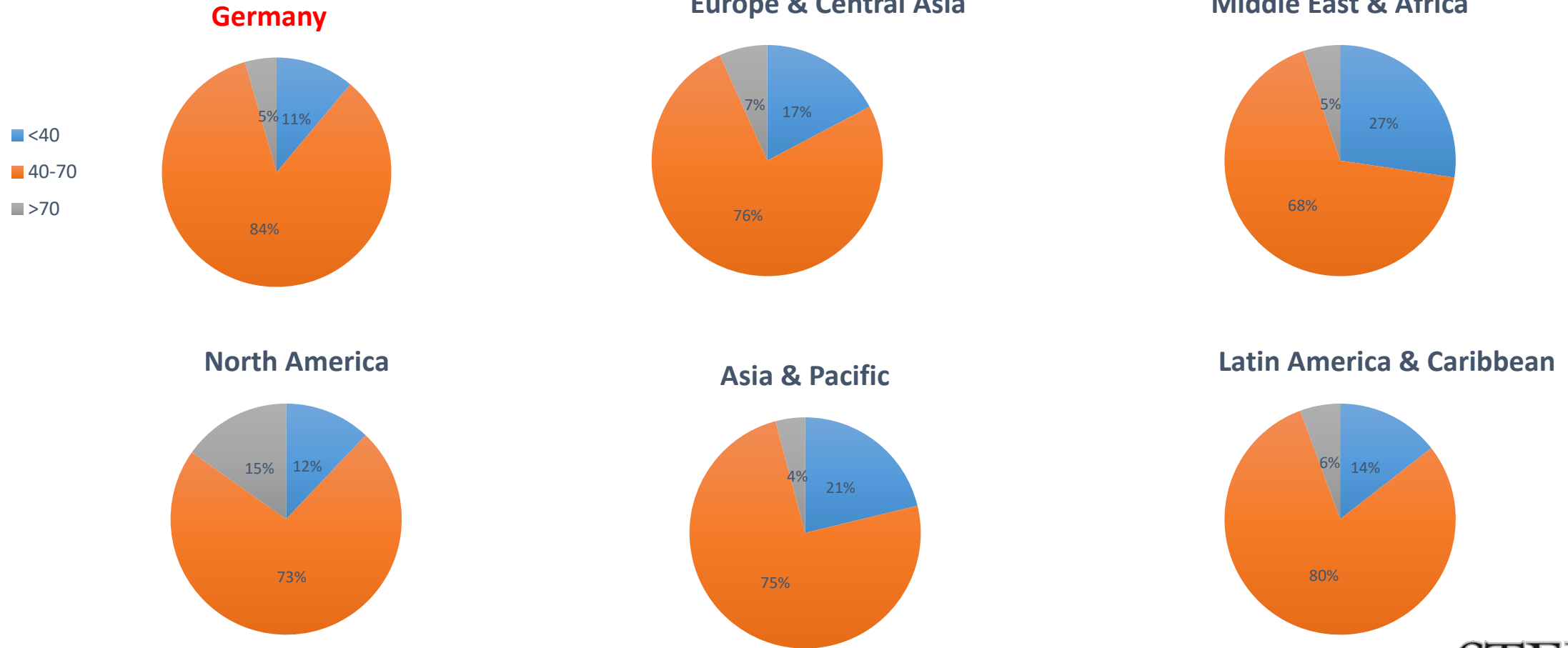
*Country: Germany*

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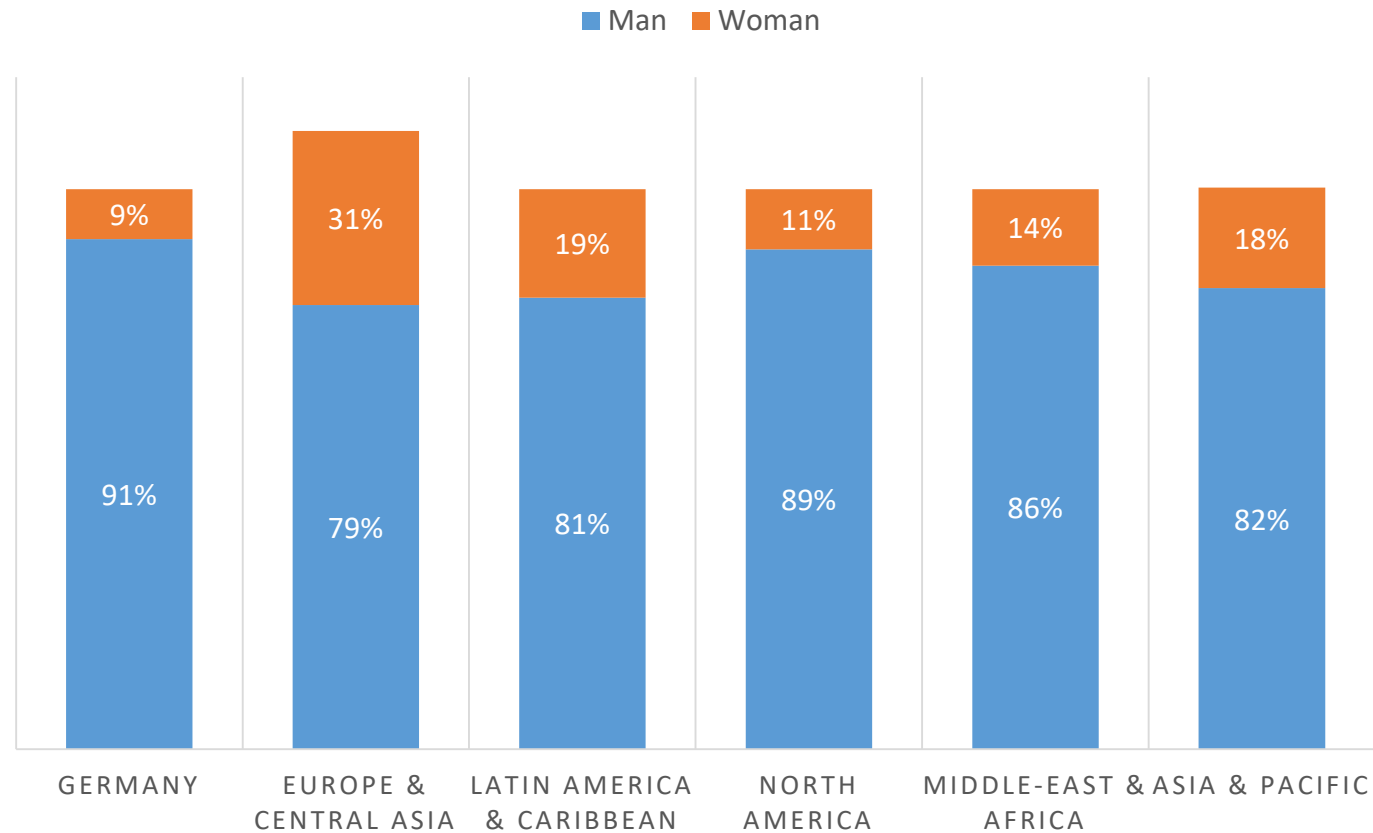
1. Demographics of CEOs
2. Retirement plans
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4. Respondent information
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## 1. Demographics of CEOs

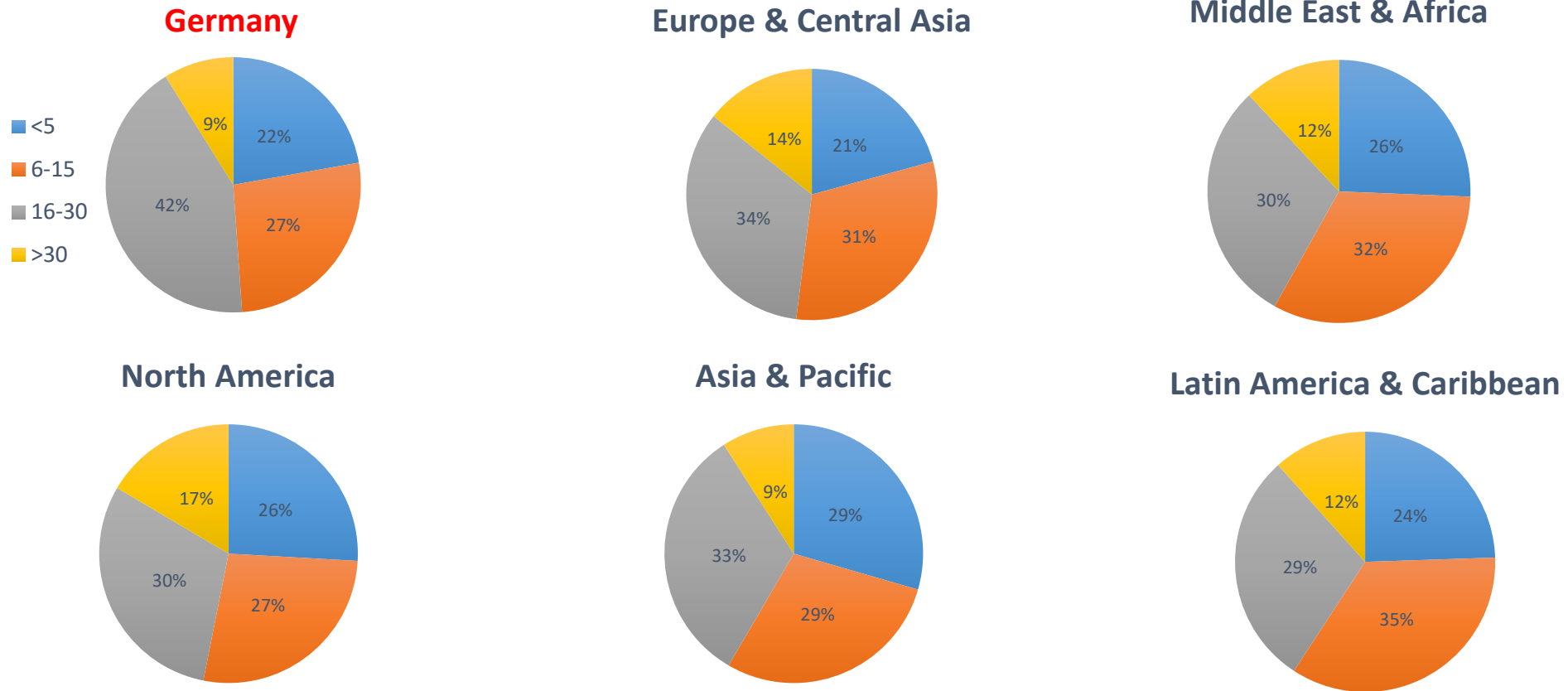
## What is the **AGE** of the current CEO?



## What is the **GENDER** of the current CEO?



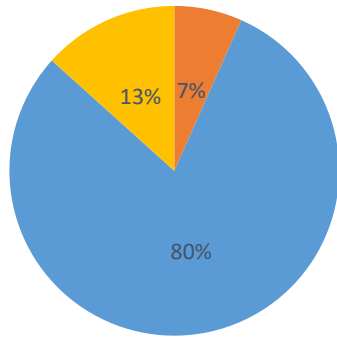
## How many **YEARS** has the current CEO been in his/her current position?



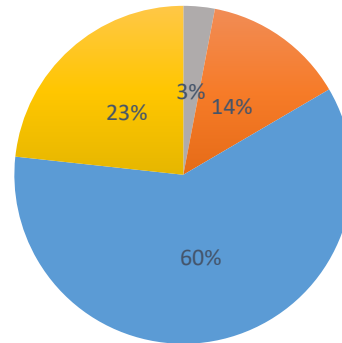
## 2. Retirement plan

## The AGE of retirement

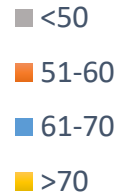
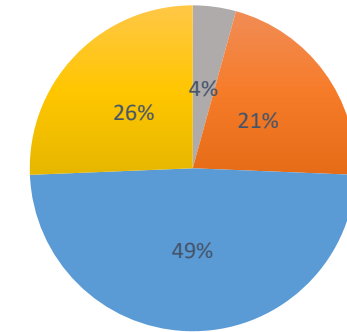
Germany



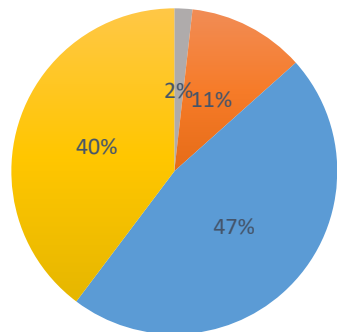
Europe & Central Asia



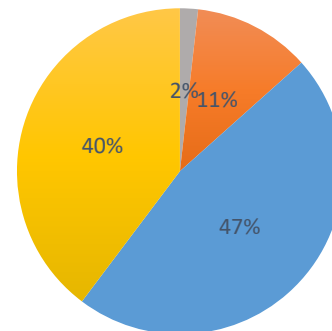
Middle East & Africa



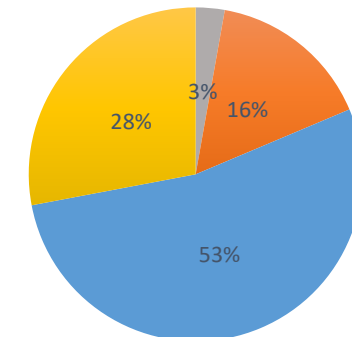
North America



Asia & Pacific

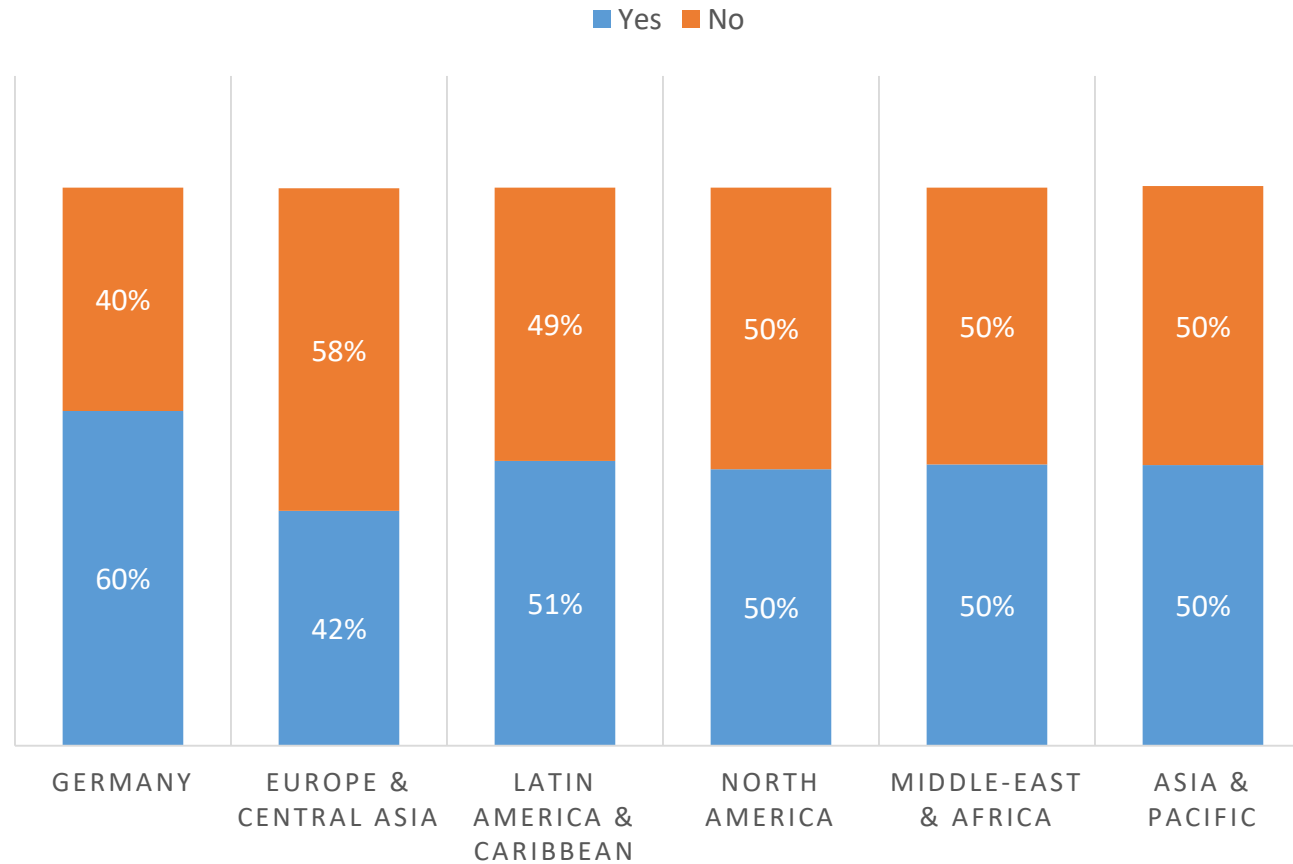


Latin America & Caribbean



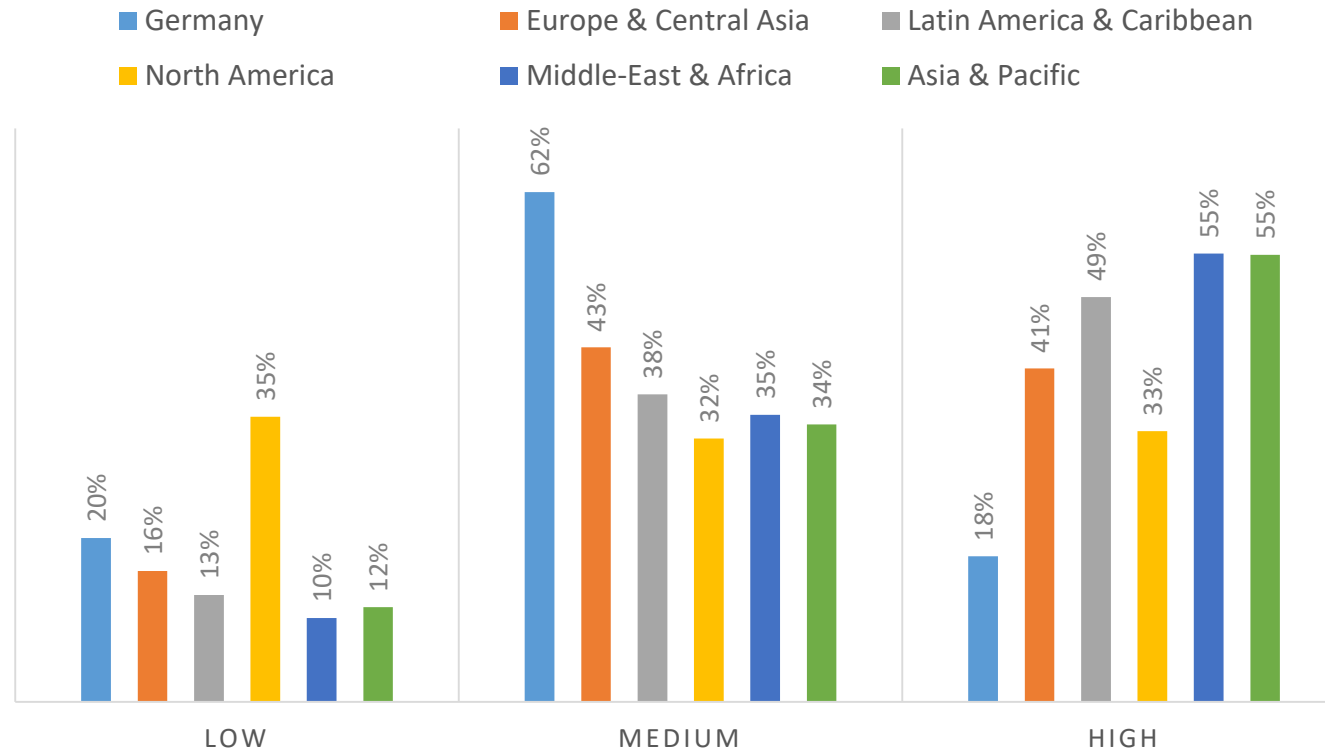


## Plans after retirement?

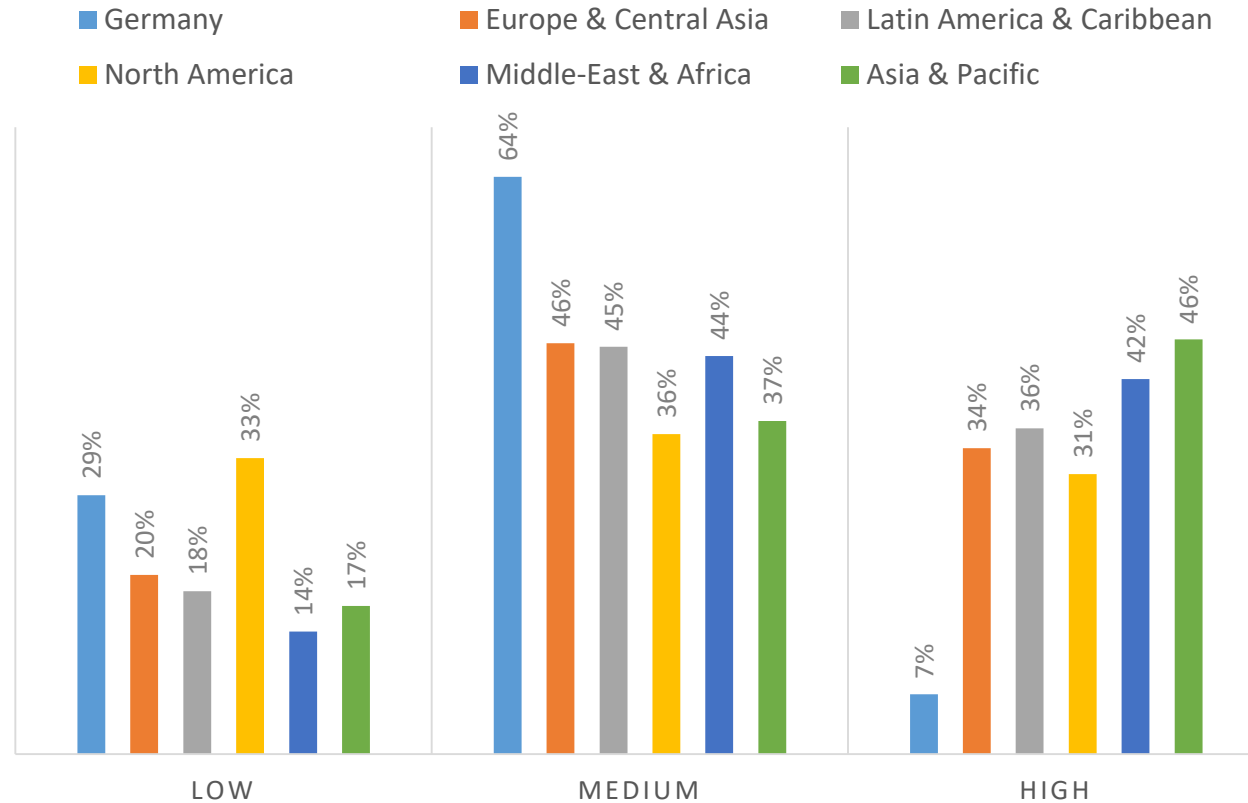


## 3. Succession plan

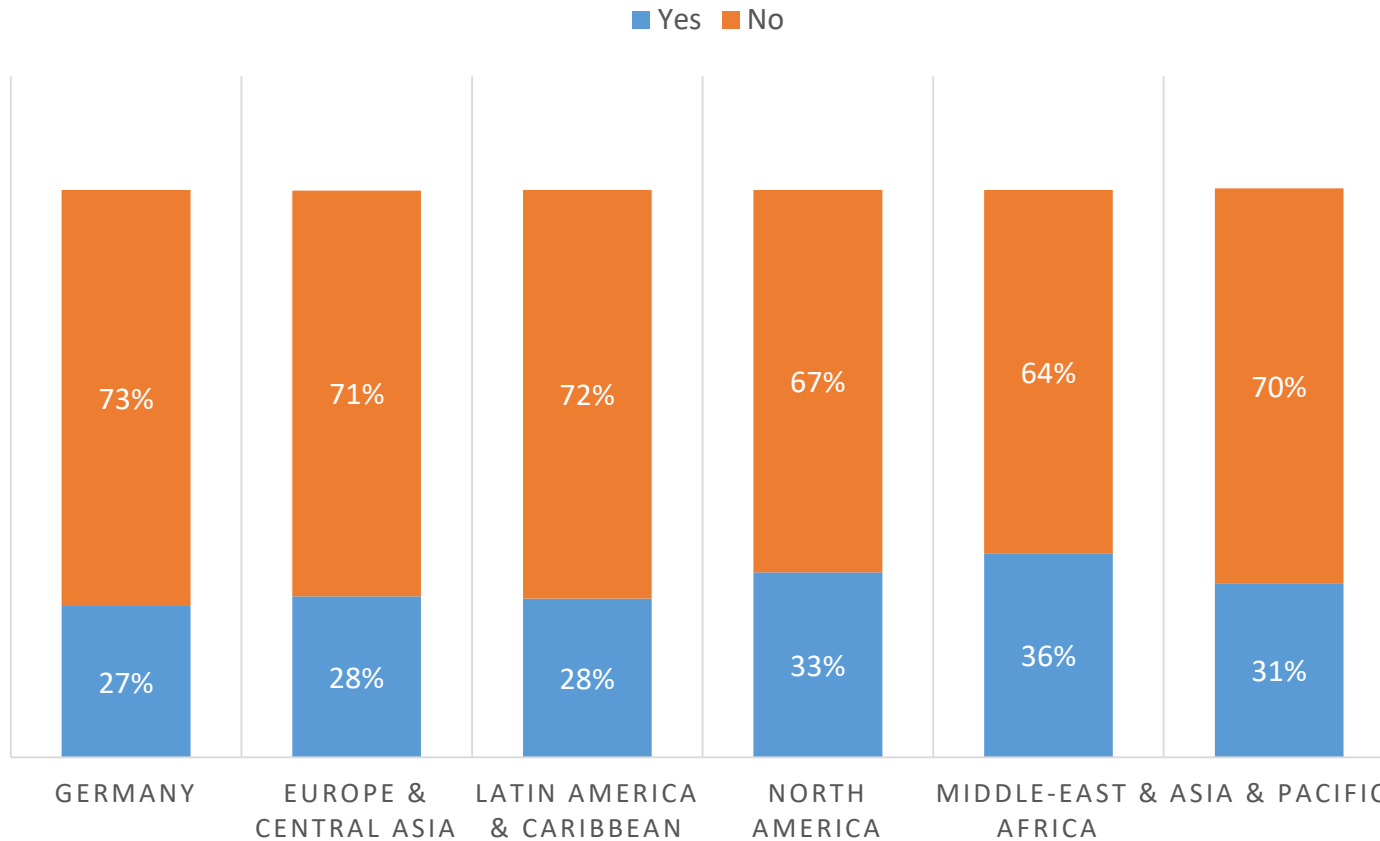
## What is the likelihood that the family business will be passed to the next generation?



## What is the likelihood that the next CEO will be a family member?

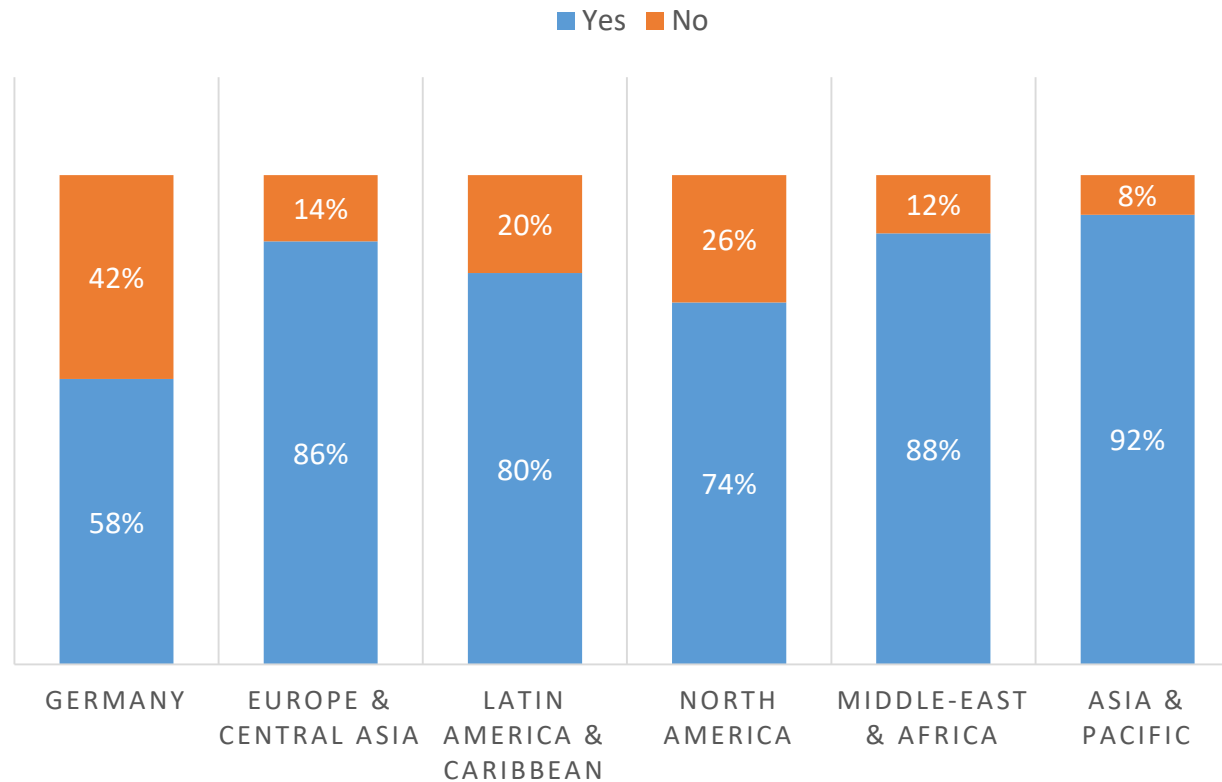


## Has the next CEO for the business been identified?



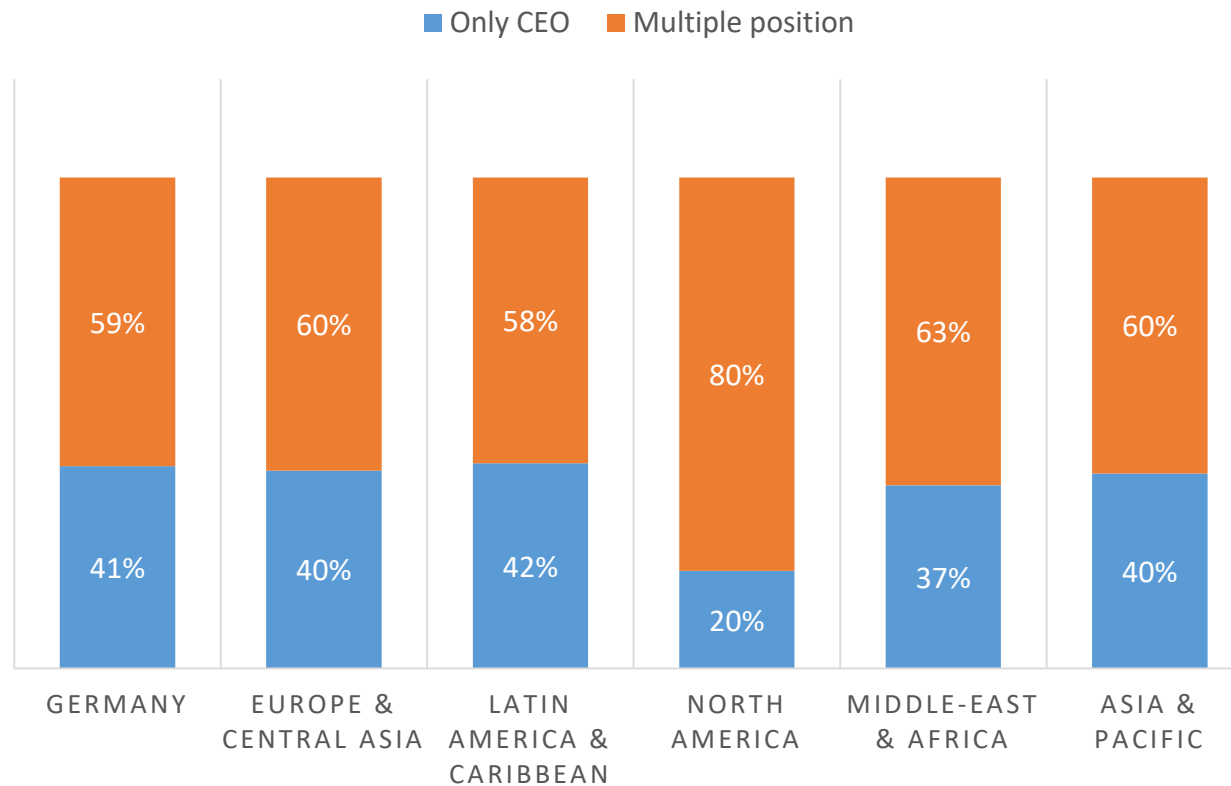
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For those businesses which have identified the next CEO, is the candidate a family member?



## 4. Respondent information

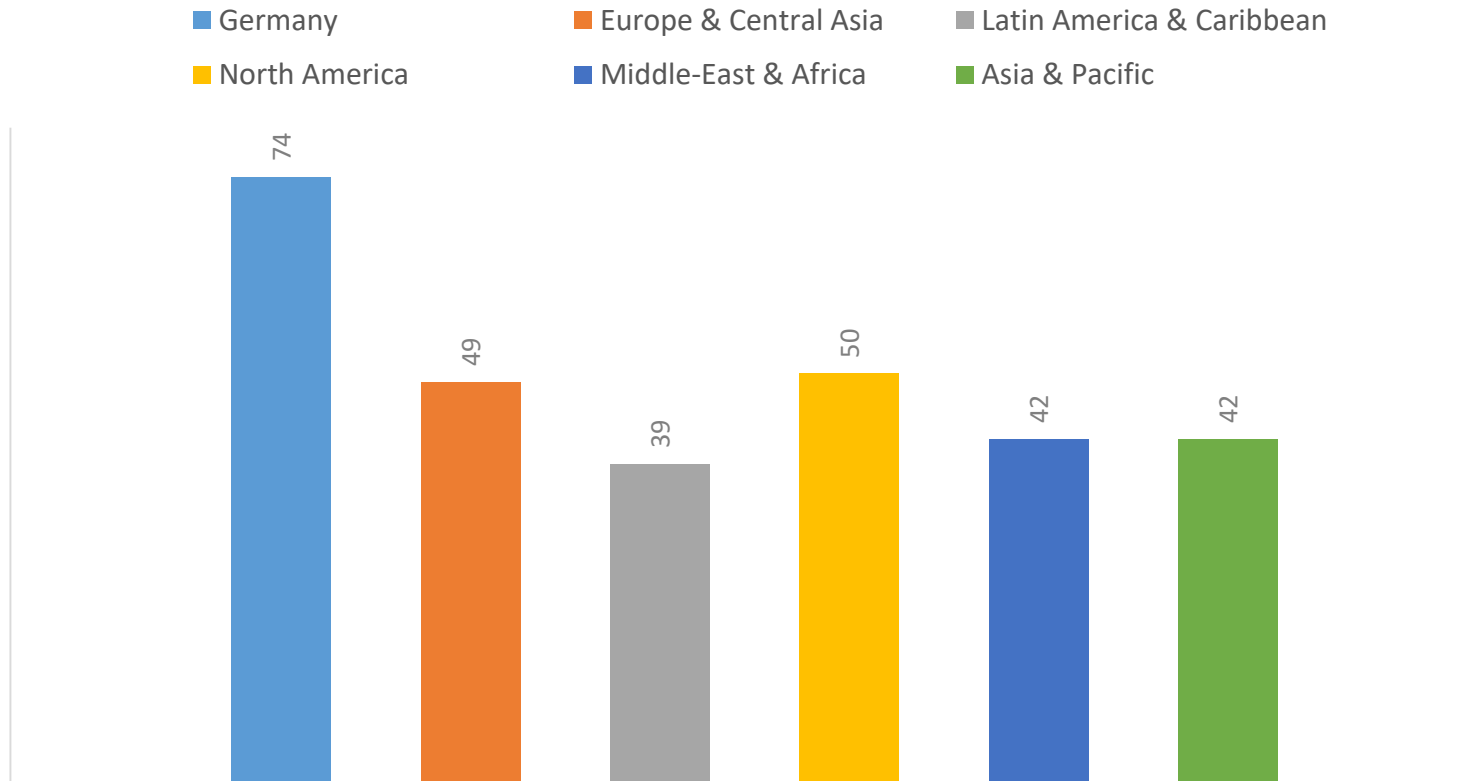
## ROLE(S) in the family business



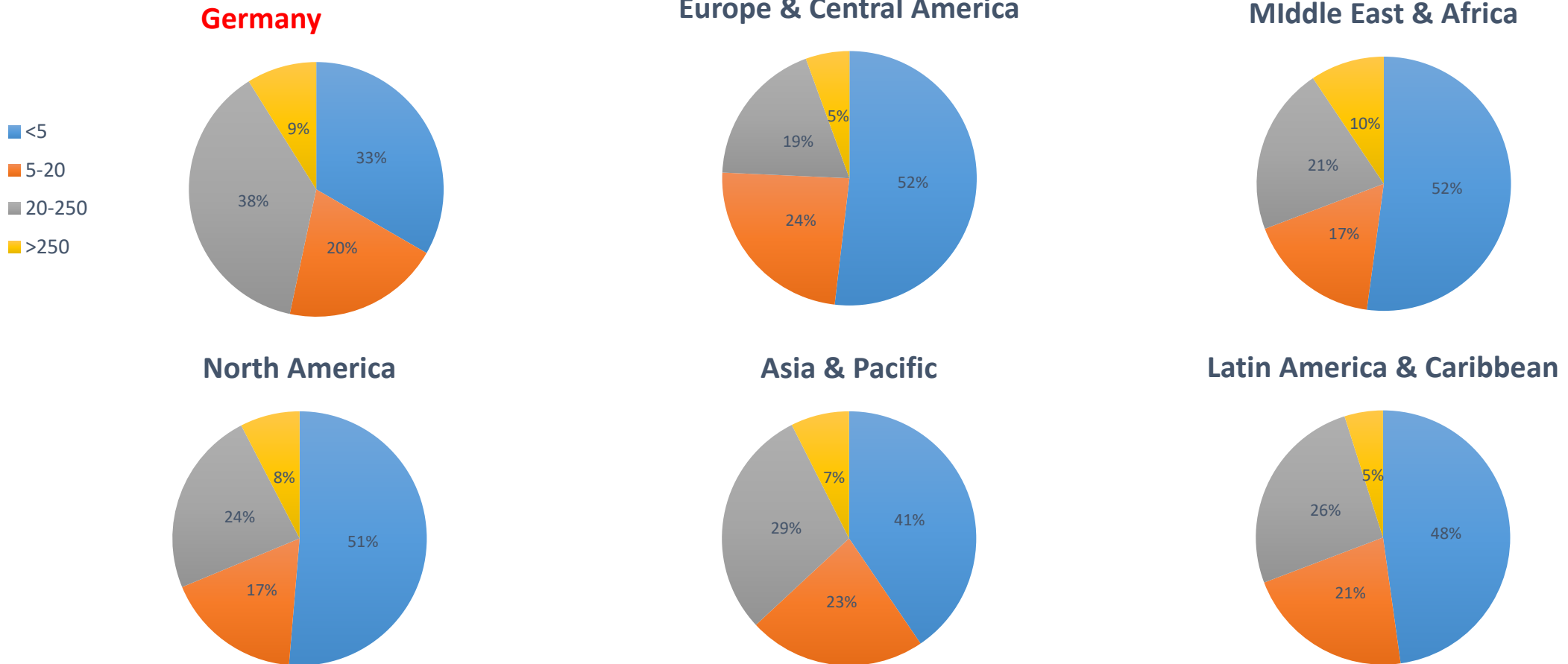


## 5. Family Business information

## What is the average age of family businesses?

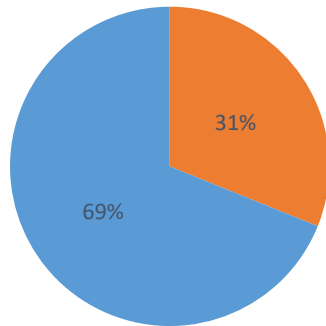


## What is the turnover (in **USD MILLIONS**)?

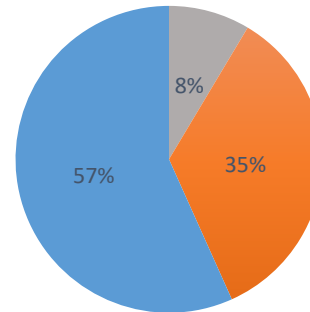


## Which **INDUSTRY\*** best represents what the family business does?

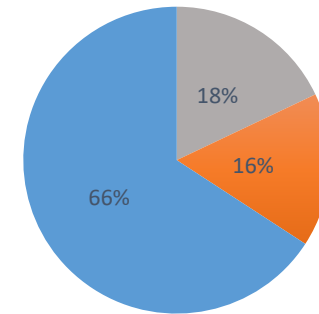
Germany



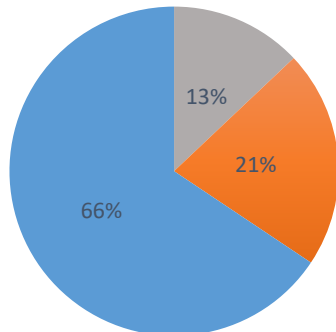
Europe & Central Asia



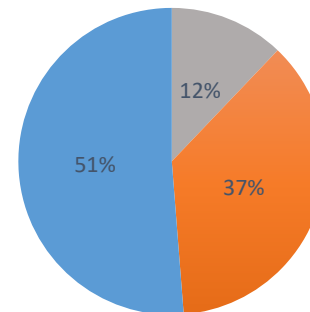
Middle East & Africa



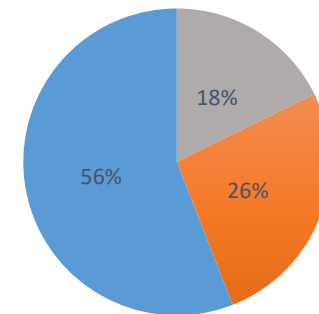
North America



Asia & Pacific



Latin America & Caribbean



\* In services: construction, finance and insurance, public administration, real estate, real trade, services, transportation, wholesale trade, others.

## 6. Region classification\*

### Europe & Central Asia

Austria  
Belgium  
Finland  
France  
Germany  
Hungary  
Ireland  
Italy  
Luxembourg  
Netherlands  
Portugal  
Russian Federation  
Spain  
Turkey  
UK  
Uzbekistan

### North America

Canada  
USA

### Latin America & Carribean

Antigua & Barbuda  
Argentina  
Brazil  
Chile  
Colombia  
Costa Rica  
Ecuador  
Guatemala  
Mexico  
Panama  
Perù  
Venezuela

### Asia & Pacific

Afghanistan  
Australia  
Bangladesh  
China  
Hong Kong  
India  
Indonesia  
Japan  
Malaysia  
Pakistan  
Philippines  
Taiwan  
Thailand

### Middle East & Africa

Algeria  
Bahrain  
Egypt  
Gambia  
Kuwait  
Lebanon  
Mozambique  
Saudi Arabia  
South Africa  
Sudan  
Uganda  
UAE

\* Source. World Bank

# STEP Benchmarking Report

## Acknowledgements:

*This Report was co-authored by **Andrea Calabrò**, STEP Global Academic Director; Academic & Managing Director of the IPAG Family Business Institute (IFBI) and Professor of Family Business & Entrepreneurship, IPAG Business School, France and **Alfredo Valentino**, STEP Global Research Champion, Associate Professor in International Business at the department of International Affairs at the ESCE International Business School, France.*

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*For further information about the STEP Project, please check our website at [STEPresearch.org](http://STEPresearch.org).  
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