



The Tourism Industry has to find its keeper...

Many **small and medium-sized enterprises (SMEs) related to tourism** all over Europe face the same problem: „How to find an appropriate successor?“ Not only the tourism-industry is seeking for skilled people, nearly every sector has to find new strategies to get and bind qualified successors.

That's the reason for conducting the international project "Best Boss". All partners within the EU-project recognized the same challenges in their networks and try to find solutions to face the increasing problems in managing successorship in touristic SMEs. Since September 2015 the interdisciplinary team has been developing the **Best Boss Inventory (BBI)**. Based on a European Survey, the BBI is an assessment tool of personal attitudes as well as an **evaluation for leading behaviours of potential business successors** in touristic SMEs.

...Best Boss wants to help you with this task!

Four tests shall bring the future leader's behaviour to the surface. Thereby the tool enlightens strengths and weaknesses of potential candidates as well as it compares the result to expectations of current leaders (this was the result of the European Survey).

The BBI did start its online pilot-progress in August this year: four of the eight international partners are working with the tool right now. Main goal is to erase last smaller mistakes and taking care that the tool will be understandable for all participants. Furthermore, it shall be tested whether the BBI can really bring the results companies are waiting for.

Best Boss online in Mechelen!

All of the backgrounds, the actual tool as well as the findings during the pilot phase were presented during an online-conference on 27 November in Mechelen.

The BBI was firstly presented to public, mainly consisting of students from Thomas More University College Mechelen-Antwerpen. The participants even took the BBI test themselves, as they are going to be potential future candidates for successorship as well as they are becoming prospective leaders or executives.

The conference was mainly supported by the Belgian partners on-site, who also invited well-known Key-note-speakers to this event. Jan Van Holsbeke explained the procedure of "Finding the right entrepreneur to sell my business to", whereas Yasmina Akkouh told about her own experiences of successorship in "What it takes to take over a ViaVia Travellers Café in Senegal").

Supported by these two best practices, the audience got a deep insight into the international EU-project Best Boss in general as well as they experienced the BBI in particular. Like this, the link to their own lives and general needs was getting obvious.

In the further progress of the project far more companies will take part in the test and shall be supported in their struggles to find business successors. All partners in this project are well prepared and eager to answer questions as they arise. This way, all interested companies shall get the possibility to get in touch with the project team. Best Boss welcomes all companies or private people who are interested in the topic "**Successorship in tourism**" or even more related to the problem on their own. Become part of the project when it comes to reality! You are always warmly welcome!



Information about the project are available on the project website:

www.bestboss-project.eu