

ABSTRACT

At first, most companies in Indonesia were Family Business. Data shows most of family businesses in Indonesia failed to make succession transfers. Succession process is a main factor that can make family business grow and sustainable. The family business must be able to choose an ideal criteria of new successor to continue the family business.

This researches is to identify the criteria and also to analyze readiness of prospective successor of Lily Patisserie and Optik Trio Jaya family business based on ACE-MAN Theory (Acceptable, Charismatic, Energetic, Managing, Achieving, and Networking).

The research data collection method done qualitatively and data collection techniques through unstructured interviews, unstructured observation and documentation. There were 6 people involved in collecting data (3 speakers each company) who have capability and capacity to provide data or information expected by the researcher. The data analysis technique used is inductive, which is an analysis based on data obtained and drawn conclusions from all interviews obtained and the tools used by researcher in processing data is ATLAS.ti software.

After conducting research through interviews with speakers at each company, researcher find new findings on the ACE-MAN concept. The acceptable variable dimension changed from 3 to 4, the dimension of the charismatic variable didn't change, the dimension of the energetic variable changed from 3 to 5, the dimension of the managing variable didn't change, the dimension of achieving variable changed from 1 to 2, and the dimension of the networking variable didn't

With the increasing dimensions of the ACE-MAN variable as explained above, the contribution that researcher can make to each family business is the right input for prospective successors in each family business so they won't experience problems in the future when selecting of prospective successors.

Keywords: *Family Business, Succession Plan, Successor, ACE-MAN*