

CONDUIRE UNE TRANSMISSION EN PME

L'objet de cet ouvrage est d'aider les dirigeants (cédants ou repreneurs), à aborder une démarche de transmission en TPE et PME dans les meilleures conditions possibles afin de réduire les risques d'échec liés à l'impréparation, à la précipitation et à l'oubli de certaines dimensions managériales et humaines capitales.

Ainsi, après un rappel des formalités, des méthodes et des étapes clés indispensables à une cession/reprise, il met en exergue les zones d'ombre, immatérielles en général, de nature managériale, psychologique ou psychosociologique, trop souvent négligées par les protagonistes, mais responsables de nombreux échecs du processus de transmission. Ce livre montre que la reprise par les salariés, autrefois peu considérée, connaît aujourd'hui un intérêt croissant.

Pour aborder ces problématiques de façon pratique, des outils spécifiques (protocoles, grilles, méthodes...), validés par l'expérience, sont proposés pour aider de façon efficace les cédants et repreneurs.

Composé de cinq chapitres le livre traite plus précisément :

- du marché de la cession/reprise/transmission ;
- des problèmes juridico-techniques et économiques ;
- des audits stratégiques, managériaux, réticulaires et humains ;
- des problématiques managériales et humaines des transmissions ;
- de la transmission aux salariés en PME et notamment de la transmission d'entreprise par apprentissage managérial (méthode de RES/TEAM).

Henri MAHÉ de BOISLANDELLE est Professeur émérite en sciences de gestion, doyen honoraire à l'Université de Montpellier, chercheur associé au MRM-Entrepreneuriat. Membre du Labex Entreprendre, il exerce aussi une activité de consultant auprès de PME en GRH et transmission.

Jean-Marie ESTÈVE est Docteur ès sciences de gestion, dirigeant de PME, chef d'entreprise et chercheur associé au MRM-Entrepreneuriat. Il est également membre du Labex Entreprendre.

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