

ABSTRACT

Many family businesses failed and only last into the second generation, even the first generation. The failure of the sustainability of the family business cannot be separated from the number of companies that do not carry out a succession planning well. Good succession planning is supported by a mentoring program conducted by company leaders to prospective successors. Success in mentoring programs can have a positive impact on the company and the performance of prospective successors in order to support the succession planning carried out by company leaders. This research aims to find out how succession planning is carried out by PD companies. Bina Pratama Putra and how the mentoring program is given to prospective company successors. This research uses qualitative methods with interviews and observations as data collection techniques. The results of this research indicate PD. Bina Pratama Putra has carried out succession planning such as selecting successors, introducing business to prospective successors, and involving prospective successors in the company's business. In order to support good succession planning, the company conducts mentoring programs for prospective successors related to work within the company. The results of this study also indicate that the prospective successor shows good work performance and has a positive impact on the company, but the readiness of the prospective successor in running a business and discipline in working to make this company has not yet implemented a leadership shift.

Keywords: *Family Business, Succession Planning, Successor, Mentoring.*