

## **ABSTRACT**

*Today's business collaboration has many good obstacles, because in it there are many different thoughts and perspectives, especially collaborations that have different cultural and ethnic backgrounds. Risk arises because there are differences in various things, especially at the owner's level which have an impact on decision making. Niki Harum is a food industry owned by two families with different cultural and ethnic backgrounds but has been able to develop and survive for more than 28 years.*

*This study aims to determine the perception of the ideal leader in intergenerational Niki Harum who has now entered the transition process from the first generation to the second generation. The data that became the reference for this study was taken by using in-depth interviews with two first-generation owners from Chinese and Javanese ethnicities, second generations from Chinese and Javanese ethnicities, and five employees who experienced the leadership of the first and second generations. The validity of this study uses triangulation of data on the results of interviews.*

*The results of this study indicate that each owner has a shared point of view on the company's strategy, the values that are instilled in the successors to be maintained, different leadership styles but have the same goal.*

***Keywords: Business Collaboration, Cross Culture, Trust, Leadership Style, Indepth Interview, Triangulation***