

Family Councils

WHY? *The foundation of a healthy organization is a flourishing family. Businesses may come and go; Families are forever.*

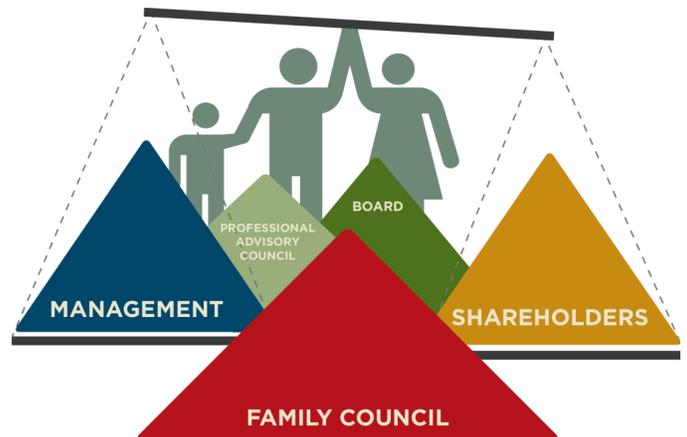
WHAT? *Nurturing a great family that works well together with confidence, clarity and alignment ... for generations.*

HOW? *Individual, Family, Shareholder & Business Development & Education*

Individual/Family Development

1. Building self-understanding and family muscle through adult-to-adult communication, conflict management, and joint decision-making skills.
2. Helping each member to “know who they are”; growing in self-awareness, confidence and finding their “own voice” while listening to others with empathy.
3. Supporting the goals, needs and interests of each family member and celebrating individual accomplishments.
4. Preserving family stories/history and transmitting family values.
5. Developing an inspiring vision for the future of the family that can be embraced by all; this “Shared Dream” or “Family Charter” might include a *Family Mission Statement, Family Learning Policy*, and a Scholarship Program.
6. Planning family fun ... holidays ... vacations ... service projects ... celebrations.

The Multi-Gen Journey



Business/Shareholder Education

1. Learning together about the natural complexities and dangers as well the best practices and opportunities of successful business families:
 - ♦ Active participation in the Family Business Learning Community—Forums
 - ♦ Reading books, articles, and periodicals
 - ♦ “In-house” seminars by executives or advisors
2. Discussing questions and clarifying expectations about the family’s relationship to the family enterprise. May include:
 - ♦ *Family Employment Policy; Crisis Plan*
 - ♦ Articulating the family values and vision to guide the board, top management & advisors
 - ♦ Understanding trust structures and the responsibilities of trustees and beneficiaries
 - ♦ Venture Capital Fund
3. Preparing the “Next Generation” for leadership roles in Family, Management, Shareholder teams; (Accelerated Leadership Development Program)
4. Overseeing Family’s Philanthropic Activities
5. Family Office