



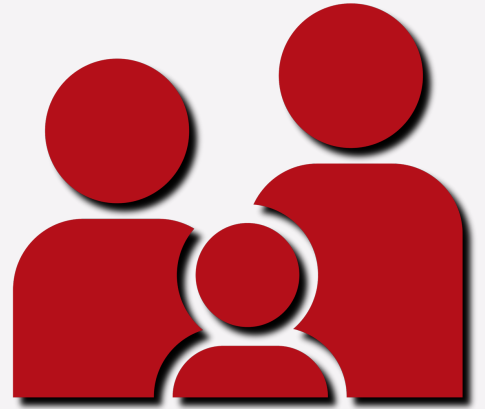
The 5 MOUNTAIN® Teams

Each team plays a distinct role in fostering clear boundaries and streamlined decision-making within a family business. This approach strengthens family bonds and supports lasting success across generations.

Family



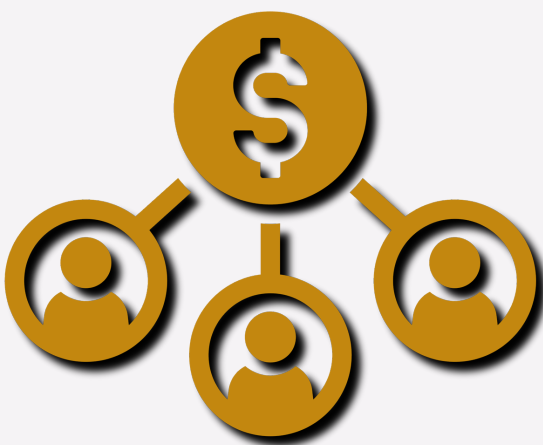
The foundation of every successful family enterprise. Building family muscle requires nurturing healthy relationships, communication, and decision-making.



Shareholder



Holds primary stewardship responsibility and fiduciary control. Shareholders speak with one voice about their values and vision for the company through a written Shareholder Covenant.



Board



Translates the Shareholders' desired outcomes into business performance. The Board selects, nurtures, supervises, and terminates, if necessary, the President/CEO.



Management



Led by the President/CEO, responsible for developing strategy, strong teams, and accountability to deliver performance goals set by the Board of Directors.

Advisor



A group of professional advisors from various disciplines who provide extensive experience and expertise to the ongoing challenges of family business management, governance, and inter-generational transitions.

