

C.H.A.L.L.E.N.G.E.S. inc

Working with Families in Business

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January Newsletter
Happy New Year!

Welcome to a New Year of **C.H.A.L.L.E.N.G.E.S.!**

TIME FOR SOME “DO OVER’S?”

When it comes to family interaction, most of the individuals involved in Family Businesses, that we have worked with over the past 30+ years, would like to have the opportunity for a “Do Over.” We all regret those “cutting” words or “obnoxious” actions that have caused someone in our family to be “hurt.”

Have any of us really thought about what those things are that we have said or done ending in strained relations or loss of trust with another family member we are in business with? Do we ever *really* make the time to try to put it right? What usually stands in our way is our own EGO and PRIDE. It tells us that we should “wait for them to come to us!” When we act childish we get childish reactions.

Maybe *now* is the right time to make our “Do Over” resolutions and act upon them within the next 30 days. The only thing we have to gain is a closer relationship with family members that we have become emotionally separated from. What do we have to lose?

We will help you get started by providing some suggestions for a “Do Over.” Each “Do Over” begins with

“I WILL” –

- ✓ Apologize when I am wrong and ask for forgiveness.
- ✓ Accept forgiveness from others.
- ✓ Forgive myself for occasionally being an idiot.
- ✓ Tell family members “I love you” more often.
- ✓ Treat and get to know other family members as adults, letting go of the childhood perceptions and labels I have placed on them.

- ✓ Be more supportive of the personal and business goals of individual family members.
- ✓ LISTEN more when others are speaking.
- ✓ Place the ‘good of the family’ before my personal desires.
- ✓ Make a real effort to love those who love my family members.
- ✓ Never argue with a family member in front of employees at work. EVER!
- ✓ Get more input from working family members BEFORE I make a business decision.
- ✓ Support the chosen Family Business Leader.
- ✓ Always show respect for other working family members even if I don’t always receive it.
- ✓ Not allow others to speak negatively about other members of the family.
- ✓ Earn the trust of the other working family members.
- ✓ Respect the contributions of the other family members.
- ✓ ADD YOU OWN – AND KEEP THE LIST GOING – (not a bad start to a Family Code of Conduct!)

Now is the right moment for each of us to make the first few months of 2007 “Do Over” months. If we do, the rest of our year will be filled with closer family, better decisions and a healthier company. Or you can just “Do Over” 2006 the way it was and continue to have the type of year you had. No better and maybe worse.

You have a choice to make and you need to make it now!

“You can always find a new business but you only have one family. Which one are you choosing to keep?”

– Jim Kwaiser, C.H.A.L.L.E.N.G.E.S.® inc.

We are objective facilitators/consultants that have worked with many hundreds of family businesses just like yours. Contact us, Jim and Ann Marie Kwaiser of C.H.A.L.L.E.N.G.E.S.®inc. for a consultation (at our expense) to discover if our services are a “fit” for the needs of your family and your business.

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