

C.H.A.L.L.E.N.G.E.S.[®]

We are here when our family businesses need us
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October 2008 Newsletter



Happy families are all alike;
every unhappy family is unhappy in its own way.
– Leo Tolstoy (1828 – 1910) *Anna Karenina*

Crisis, Crisis everywhere, and not a solution to find!!

We all have been through, or are going through, “crisis” situations in our lives. Family sickness, death of a loved one, fighting to survive in business and struggling just to make ends meet, can be crisis situations. Poor communication, lack of family respect for one another, never working on inter-family love, and refusing to be part of the “family business team” create crisis situations in a family business that seriously damage family relationships as well as future business stability.

All families in business are confronted by difficult times. During these times each family member has two choices. First, they can pull together and become unified. They accomplish this by putting aside petty differences, letting go of the “what’s in it for me” attitude, work on inter-family relationships and drop their individual “walls” isolating them from one another. Individuals can let go of their overactive egos and drop negative perceptions and judgments of one another.

The second choice is a “no win” alternative. Unfortunately, this “mind-set” is taken on by some individuals in a family business that refuse to drop their defenses, consider other family members as literal “enemies” and refuse to work with other members of the family business. These individuals take on the attitude that their opinion is the only one that is right and the only one that matters. They argue and disagree with other ideas and they work independently of the “family team” causing deep emotional lossess that are extremely difficult to overcome. They tear apart the family and, what one of our family clients called “villainize”, other family members. Ultimately, they have a negative affect on the future success of the company and family relationships are destroyed. “Every unhappy family is unhappy in their own way.”

It is right to have patience with other family members and try to reach compromise with them. It is right to try to open communication and agree to leave behind all that is negative and critical. It is right to try to be positive and reaffirming in the effort to get the family team together again in setting business direction and in making business decisions. It is right

to try, try, and try again to renew the love of family in an effort to re-ignite trust and respect for one another, because it is part of putting family first.

It is also right to stop and end the “crisis” that this family member(s) have so brazenly moved the family and business into. It is right to practice patience. Patience must have its limits. There has to come a time to end the disruption, to end the continued family fighting. Patience has to have its boundaries. When it doesn't the family will always be held hostage by one self-serving family member, and that is never family-first.

Give us a call. We know we can help!

Jim & Ann Marie Kwaiser

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NEED YOUR HELP:

If you or any of your family members in business are between the ages of 18-28 we can use your help. Dr. Joanne Sujansky and Dr. Jan Ferri-Reed (close colleagues of ours) are writing a book that addresses the billions of dollars lost because companies don't properly motivate the 18-28 age group (known as the millennials). They have developed a survey to identify what the motivation is. Respondents do not identify themselves or their employer.

To take the survey go to:

Generation Y Survey – Born between 1981 – 1992

http://www.surveymonkey.com/s.aspx?sm=b2G4g6EVVKqW7P9bW76G0Q_3d_3d

Thank you for your assistance!