



## **FAMILY BUSINESS HACKS 2017**

- **FAMILY RULE – GIVE RESPECT/GET RESPECT**
- **FAMILY MEMBER SKILL SETS AND ROLES - DETERMINE EACH FAMILY MEMBER'S SKILL SETS THAT MAKE THEM AND THE COMPANY SUCCESSFUL.**
  - ***Start discussions early on not birth right to lead the company***
  - ***Learn how the company works bottom up***
  - ***Do what is right for both the family member and the company***
  - ***Provide education, training and development internal and external to the company***
  - ***Determine objective skills and appraisal process***
  - ***Consider finite limit that having Family Business Members as only management pool to fill CEO level and LEADERSHIP roles provides***
  - ***Develop next generation pool of talent with skills assessment, personal fulfillment discussions, cross training and objective feedback***
- **SALARY AND OWNERSHIP - PAY ACCORDING TO ROLE/CONTRIBUTION TO THE COMPANY. SALARY IS SEPARATE FROM OWNERSHIP IN THE COMPANY.**
  - ***Use objective resources to define positions and roles of family members and employees – Payscale/Glass Door***
  - ***Consider management and ownership as two separate entities***
  - ***Consider finite limit that having Family Business Members as only management pool to fill CEO level roles provides***

- **LONG TERM VISION – DEVELOP A LONG TERM VISION FOR THE COMPANY (2040) THAT ALL FAMILY MEMBERS CAN AGREE UPON.**
- **LEADERS – MORE EFFECTIVE IF VISUALLY PRESENT AND ACTIVE.**  
*Difficult to lead as an absentee/non present owner.*
- **FAMILY BUSINESS COMPETITIVE EDGE**
  - *Knowledge is institutionalized with the family sharing trust and pride in its accomplishments. FAMILY CULTURE IS VALUED.*
- **HIRING**
  - *Involve all family members in critical hiring decisions*
  - *Develop a process to follow in the hiring of key employees*
- **SUCCESSION AND TAXES**
  - *Consider current and future tax consequences for current generation and the generation exiting the business*
  - *Consider Accounting, Estate Planning and Legal advisors who specialize in succession planning*

*Denise O'Neill updated July 2017*



