

Suggestions



- Meet with father and discuss how to treat family members consistently + the same as regular employees
- Interview 3 family business consultants and select one to run workshop

- Meet with stepsister and have an open conversation outside the business
- Involve HR and seek their opinion in overall strategy

- Have up-to-date job description for all positions & integrate in annual review process
- Calculate how much the family issue costs the compa

Action



- (1) Meet with father in next 3 days
- (2) Talk to HR tomorrow
- (3) Select and engage family business consultant
- (4) Take stepsister hiking and have open conversation - this weekend

Name _____
Date _____

Clarification



Basic Problem

- no longer effective after 7 years
- struggle for 2 years
- no longer focused
- angry & destructive



Time spent on issue
25% of workday

Done so far

nothing!
↓
Marketing Manager is stepsister!
Core issue!

Family Members at Work

- not qualified
- Father's wishes

Exhausted
Frustrated

Father Feelings

want to please
diff. management styles

Feelings

