

FAMILY BUSINESS ALLIANCE

250 Monroe Ave., Suite 150 | Grand Rapids, MI 49503



FAMILY GOVERNANCE 101

BUILDING FAMILY UNITY AND BUSINESS PERFORMANCE

ABOUT

Attendees will leave the program with a better understanding of the benefits of family governance and a framework to begin developing a family governance system. They will also receive practical, actionable advice, and resources that will help them begin the process of creating a comprehensive family governance system.

This program is designed for families of all sizes and stages, from those just beginning to explore family governance to those with years of experience. Attendees will hear from family members and professional advisors who have successfully implemented family governance systems, as well as from experts who can provide advice and guidance on the process.

This workshop is an opportunity to start the conversation about family governance and to begin the process of developing a system that will help the family and the business succeed for generations to come.



**SMALL GROUP
SETTING**



**EXPERIENTIAL
LEARNING**



**FACILITATED BY
SUBJECT MATTER
EXPERTS**

AGENDA & ASSIGNMENTS

Pre Session Assignment & Preparation

Review chapters 1, 2, 3, and 4 of "The Family Council Handbook." Be prepared for the April 14 session with reflections to the following questions:

- *How does the family feel about organizing regular communication processes, and why?*
- *If you were to organize one, what is the appropriate forum for your family among those summarized on pages 20-21?*
- *What would be some of the important goals of a forum for your family, and why?*

Session One: April 14, 11:30 - 1:30pm

1. Welcome and Introduction
2. Expectations and Value Based Sharing
3. Cadence and Impact of Regular Family Communication for Family Enterprise
4. Facilitated Group Share, Reflection and Questions from Pre Session Assignment
5. Overview of Common Themes from the Presentations and Discussion
6. Wrap-Up and Review

Pre Session Assignment & Preparation

Be prepared for the May 11 session with reflections to the following questions:

- *How will you gain family commitment for family forum and in what form will you document the family forum vision and goals?*
- *If you were to organize one, what would be your plan for your next (or your first) family meeting?*
- *What will be the committees if any relating to your family forum, what will be their purpose and who will have the opportunity to participate?*

Session Two: May 11, 11:30 - 1:30

1. Commitment and Documentation of family forum vision and goals are essential foundation for building a valuable process
2. Facilitated Group Share, Reflection, and Questions from Pre Session Assignment
3. Resume Discussion
4. Overview of Common Themes from the Presentations and Discussion
5. Wrap up and Review

FACILITATORS

TOM EMIGH

Tom Emigh is a consultant with The Family Business Consulting Group, motivated by Mission, Values, and Leadership. Tom believes that excellent organizations, full of empowered leaders, can have a positive impact in our society to help all people grow and learn. Tom's ability to quickly establish rapport and trust with all members of the business-owning family makes him a thoughtful mentor, coach, and facilitator as he encourages others to understand and reach their full potential.

Tom has extensive experience in working with family businesses, growing and developing multiple generations, guiding succession implementation, developing curricula, and teaching in a variety of contexts. He brings real-world leadership experience, systems thinking, and operational expertise to coaching and consulting relationships in large and small organizations.



ROB SLIGH

Rob Sligh is a senior consultant for The Family Business Consulting Group, helping enterprising families with business ownership and leadership succession, creating and improving family business fiduciary and advisory boards, planning and facilitating family and family council meetings, and guiding strategic planning processes.

Prior to joining FBCG, Rob spent 33 years in multi-generational family business leadership. Initially in brand management at SC Johnson Wax for several years, he went on to become Chairman and CEO and of Sligh Furniture and Clocks, a 4th generation manufacturing and marketing company with a majority-outside board of directors.

He served on more than 20 family business fiduciary or advisory boards and non-profit boards. On many of those, he served as Chairman of the Board and / or Chairman of the Compensation, Finance or Nominating Committee.



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