

Family Business Transition – In Depth Series

Alberta Family Business Institute

This series of webinars will be geared to family businesses from all disciplines who seek to deepen their understanding and begin the process of transition planning. Transition planning is a natural process in a successful family enterprise and one that can (and should) be positive and empowering.

The main focus will be to give an overview of the process and provide communication and governance strategies that will enable business owners to confidently chart their transition plan. This will be supported by a comprehensive workbook containing tools, templates, and resources.

As part of their depth series, participants will be provided with access to the Pre-Webinar, where they will receive the Family Business Transition online course and workbook, with the expectation that the materials will have been reviewed prior to the first session.

Session Details

Session 1 – Overview of the Family Business System and the Three Circle Model:

This session will review the three circle model, developed by Renato Taiguri and John Davis in 1978, which creates the overarching framework that helps clarify, in simple terms, the three interdependent and overlapping groups that comprise the family enterprise system: family, business and ownership.

Session 2: Focus on the Family Circle:

Overview of the unique perspectives found in the family circle and the identification and development of key communication and governance structures around the importance of values and vision and establishing a code of conduct for family interaction.

Session 3: Focus on the Business Circle:

Overview of the unique perspectives found in the business circle and the identification and development of key communication and governance structures around family members engaging in business decision making, using a positive and progressive approach.

Session 4: Focus on the Ownership Circle:

Overview of the unique perspectives found in the ownership circle and the identification and development of key communication and governance structures to support strategic family enterprise decision making on elements specific to ownership responsibilities.

Session 5: Communication and Conflict Management for the Family Enterprise:

This session will address the unique complexities of effective communication management in family enterprises and provide conflict management techniques to support improved interpersonal dynamics.

Session 6: Establishing a Family Council and Developing a Family Constitution:

This session will provide participants with a detailed overview of the strategies around establishing a formal family council and explore in detail the components of an effective family constitution.

Session 7: Establishing an Advisory Board:

This session will provide participants with a detailed overview of the process for establishing and recruiting an independent advisory board to support their transition planning process.

Session 8: Establishing an Ownership Council and Policies

This session will provide participants with a detailed overview of the strategies around establishing a formal ownership council and explore specific policies to support effective ownership transition.