



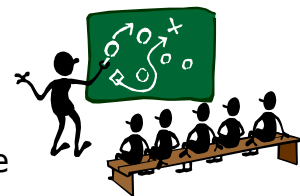
How to Figure Out Why Dad is Driving You Nuts in the Family Business.

Background (why work on this)

Not getting along with Dad shows up quite often as one of the top issues in dealing with family business conflict and performance. Addressing this core issue and finding ways to improve it will be the key to your family business success and happiness.

The Drill

- take the inventory
- do some personal reflection
- pick two areas to work on
- tell someone that can hold you accountable
- get to work

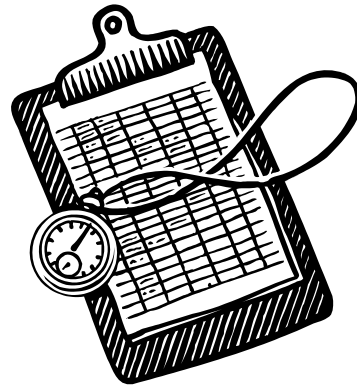




The Inventory

Based upon several years of working with family businesses we've found the following list to be the most common issues - Place a checkmark next to each area (short explanation for each below) that you believe is a legitimate concern or source of frustration.

- style differences
- lack of vision
- old-school stubbornness
- lack of autonomy -ability to make decisions
- favoritism or perceived inequity
- old family baggage
- lack of mutual respect
- performance issues
- addiction and/or mental health issues



Style Differences

The most common are introvert versus extrovert, big picture versus detail thinker, people orientation versus numbers orientation-you get the picture. You and dad have a different way of approaching your world and your business and until you begin to value one another's style you'll both drive each other crazy.



Lack of Vision

Lack of vision is one of the most frustrating things we can face with our parents in the family business. It could be vision about the future of the business, lack of vision or conflicting visions about the succession of the business.

Old-school Stubbornness

Very common. Dad grew up in a different time and seems to refuse to be open to a new way of doing things.

Lack of Autonomy

You are not given the ability to make your own decisions in the business overall or even your area of responsibility.

Favoritism or Perceived Inequity

For one reason or another you think dad likes somebody else better than you and is treating them favorably.

Old Family Baggage

Something that happened in the past that you and dad have never gotten over and you believe is still impacting your personal and working relationship.



Lack of Mutual Respect

One or either of you doesn't seem to respect the other for some reason.

Performance Issues

One or both of you believes the other is not doing a very good job.

Addiction or Mental Health Issues

One or both of you has challenges with addiction and/or some form of mental health issue i.e. depression, anxiety, uncontrollable anger.



Do some Personal Reflection

Set aside 30 to 60 minutes and reflect upon why you believe you and dad are not getting along. Don't go too quickly over the inventory list but take your time and really think about where and when you're most frustrated with dad.

My biggest sources of frustration with my dad are:

The ideas I have about the action I can take to work on these areas:



Just DO It.

Pick Two Areas to Work On

Pick two areas that you can work on and start thinking about what you can do about it. Remember, real change happens over time. Be patient with yourself and dad and get help from other professionals inside or outside the organization to help you improve upon the areas you have identified.



Send an email to <mailto:coach@familybusinessperformance.com> if you have questions about how to specifically tackle each of these areas. We'll have a few ideas for you.

Tell someone who can hold you accountable

Tell a friend, coworker, mentor, or coach about the areas you have identified and what you plan to do to work on them. Be specific as you can be about the issue and next steps including dates for progress and check-ins.

Get to work

Get started today and make a commitment to improving your working relationship with dad!



Action Plan – Commitments, Results, Obstacles & Accountability

The 2 areas I plan to work on with Dad:

1. _____
2. _____

The reason this is important to me and the results I want to achieve:

The obstacles I will face?



PEAK WORKOUT

BUSINESS COACHING



My first commitments to action and by when:

Area #1

1. _____
2. _____

Area #2

1. _____
2. _____

The accountability partners who have to support me and challenge me to follow through:

1. _____
2. _____
3. Scan and e-mail this form to accountability@familybusinessperformance.com and we will send you emails and follow up with you.



EXAMPLE

EXAMPLE – Commitments, Results, Obstacles & Accountability

The 2 areas I plan to work on with Dad are:

1. Lack of vision for future.
2. Autonomy ability to make decisions.

The reason this is important to me and the results I want to achieve are:

I think I will get more enjoyment and fulfillment working here if I had a sense of what the future would look like. Also I would get more satisfaction if I could make a few decisions on my own.

The obstacles I will face are?

Dad's apparent unwillingness to talk about the future. His reluctance to allow me to make my own decisions. My reluctance to stand up to him about these issues and why they're important to me.



PEAK WORKOUT

BUSINESS COACHING



My first commitments to action and by when are:

Area #1

1. Schedule dinner with dad and asked him if we are talking about the future (10/31/13).
2. Formulate a few of my ideas about the future (10/15/13).

Area #2

3. Two areas in the business that I would like to make some decisions on (10/15/31).
4. Come up with specific types of decisions and present ideas to dad (10/31/13).

The accountability partners who have to support me and challenge me to follow through

1. Rich McDaniel - CFO
2. My significant other
3. Scan and e-mail this form to accountability@familybusinessperformance.com and we will send you emails and follow up with you.