



CAFE Family Councils In A Nutshell

What is a Family Council?

A Family Council is a governance structure providing a platform for your business family to:

- Regularly touch base on important family and business issues
- Talk and listen to each other
- Understand diverse perspectives
- Share information, opinions, ideas and concerns
- Make decisions affecting the family
- Educate family members on relevant topics
- Identify possible conflicts and manage disputes
- Clarify boundaries between family, business and ownership
- Stay connected as a business family
- Plan for the future

Why have a Family Council?

The components of a Family Council create the foundation and guidelines to support your business family in:

- Understanding the family business context
- Clarifying conduct and communication standards
- Having a platform to tackle arising challenges and opportunities
- Recognizing expectations and norms
- Creating process to discuss and decide on the future
- Identifying family values and a common mission

How do we establish a Family Council?

As your Family Business Coach I facilitate discussions and agreements about the six Family Council components:

1. The Three-Circle Model – Understanding the family business system
2. Your Code of Conduct – Defining how your family behaves and treats one another
3. A Conflict Management Agreement – Articulating how your family will handle conflict
4. Your Family Business Constitution – Creating custom policies specific to your family council and business
5. Your Family Genogram – Understanding your family's history and values
6. Your Family Mission Statement – Illuminating what your family (and business) stands for

Once your Family Council is established, you can start having regular meetings using your family's customized Family Council Agenda. I recommend that the first two meetings be facilitated by a professional, and a family member be chosen and trained as your Family Council Chair.