

Los Sistemas de la Empresa Familiar

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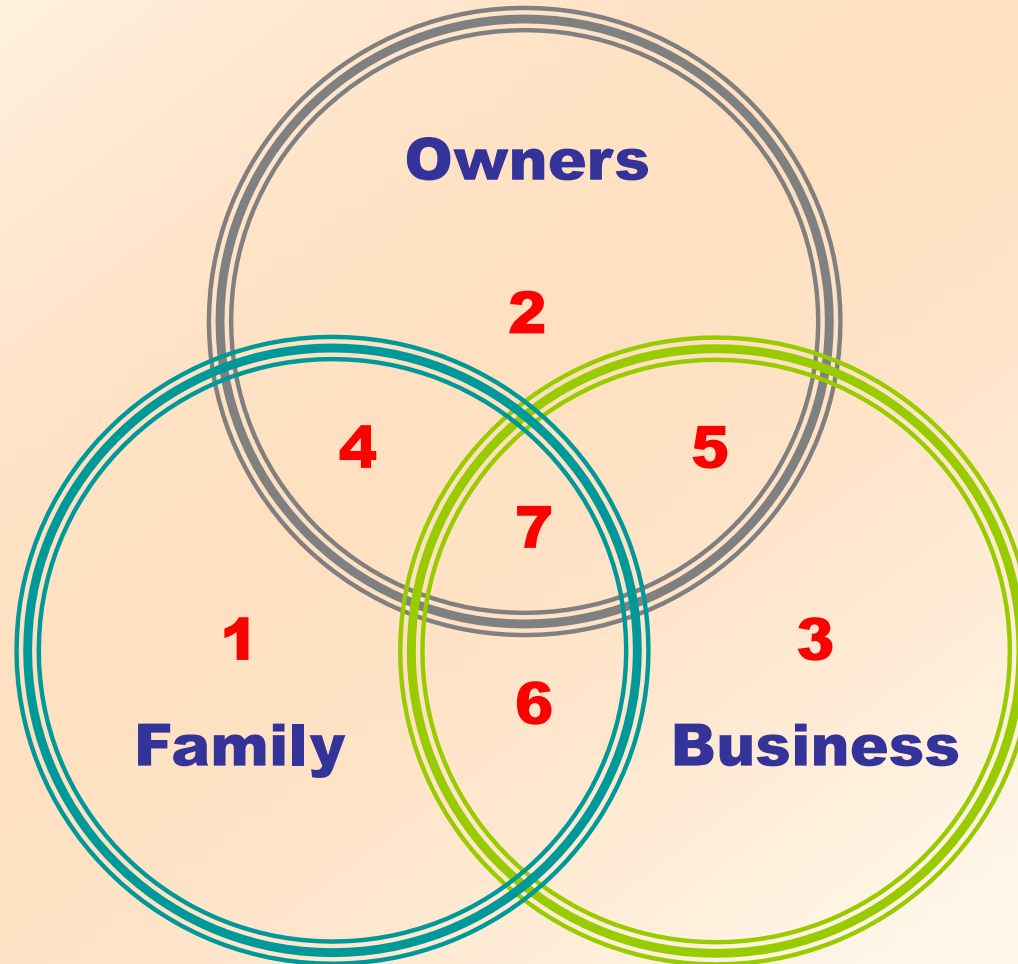
Director of the EMC Business Forum

Tijuana Country Club, Mexico

March 23, 2011



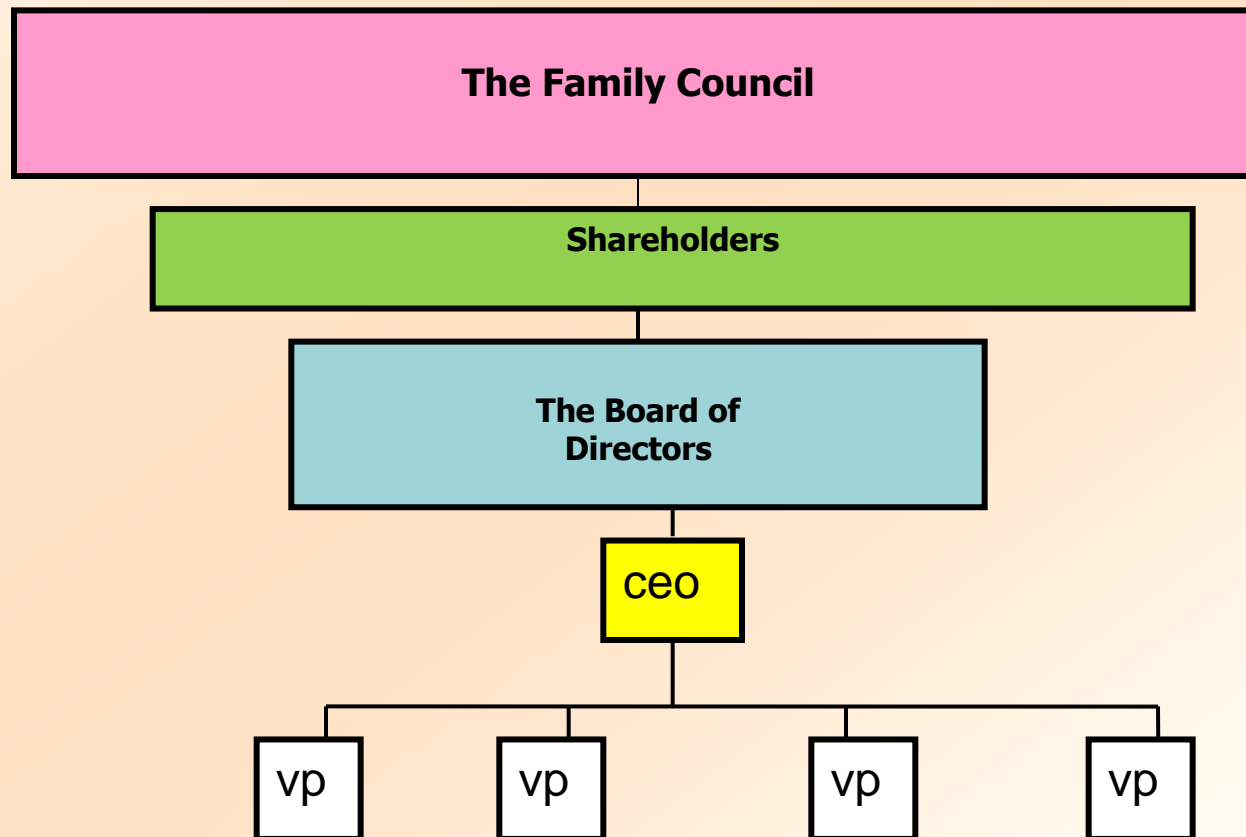
The Family Enterprise System

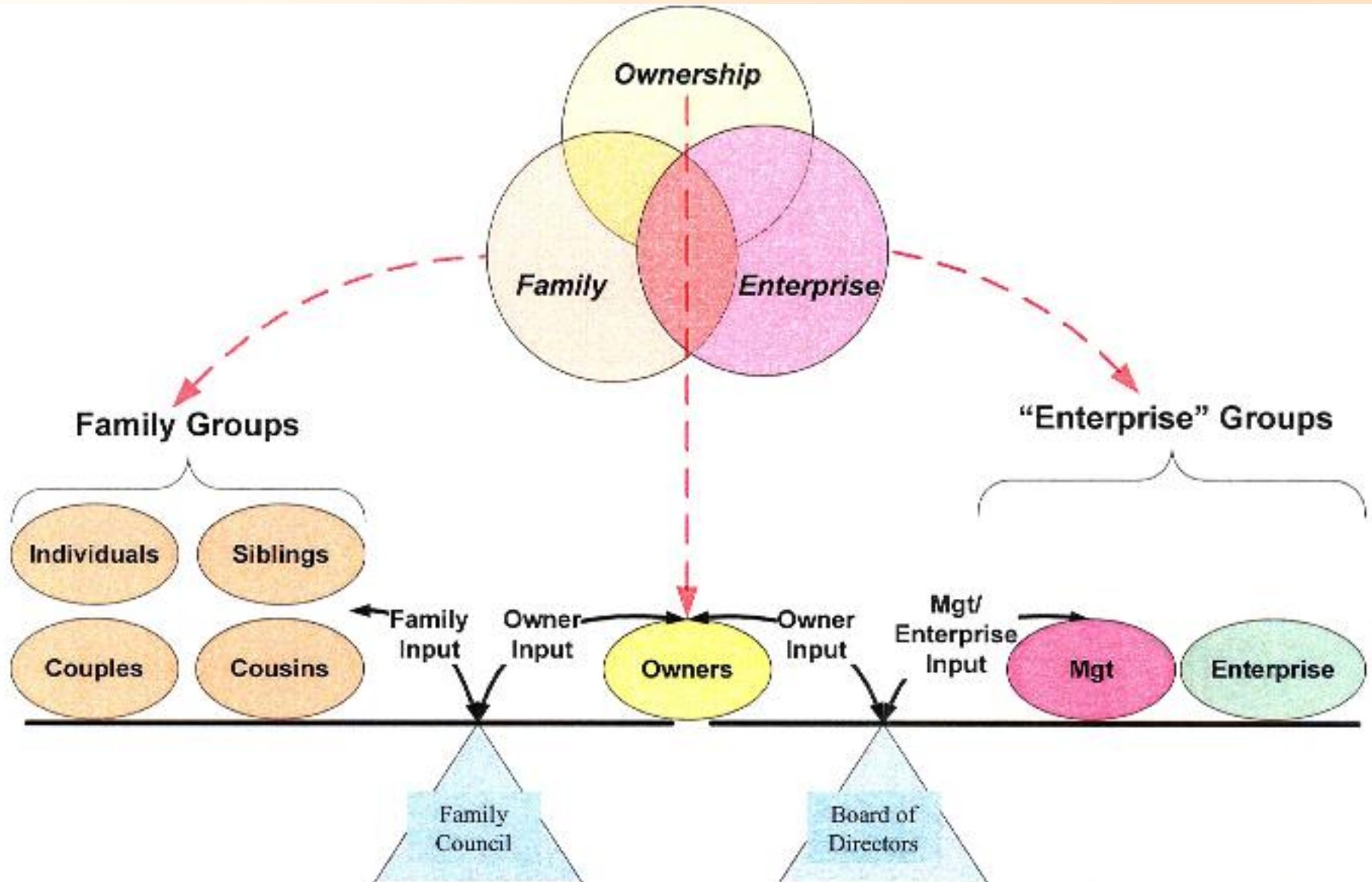


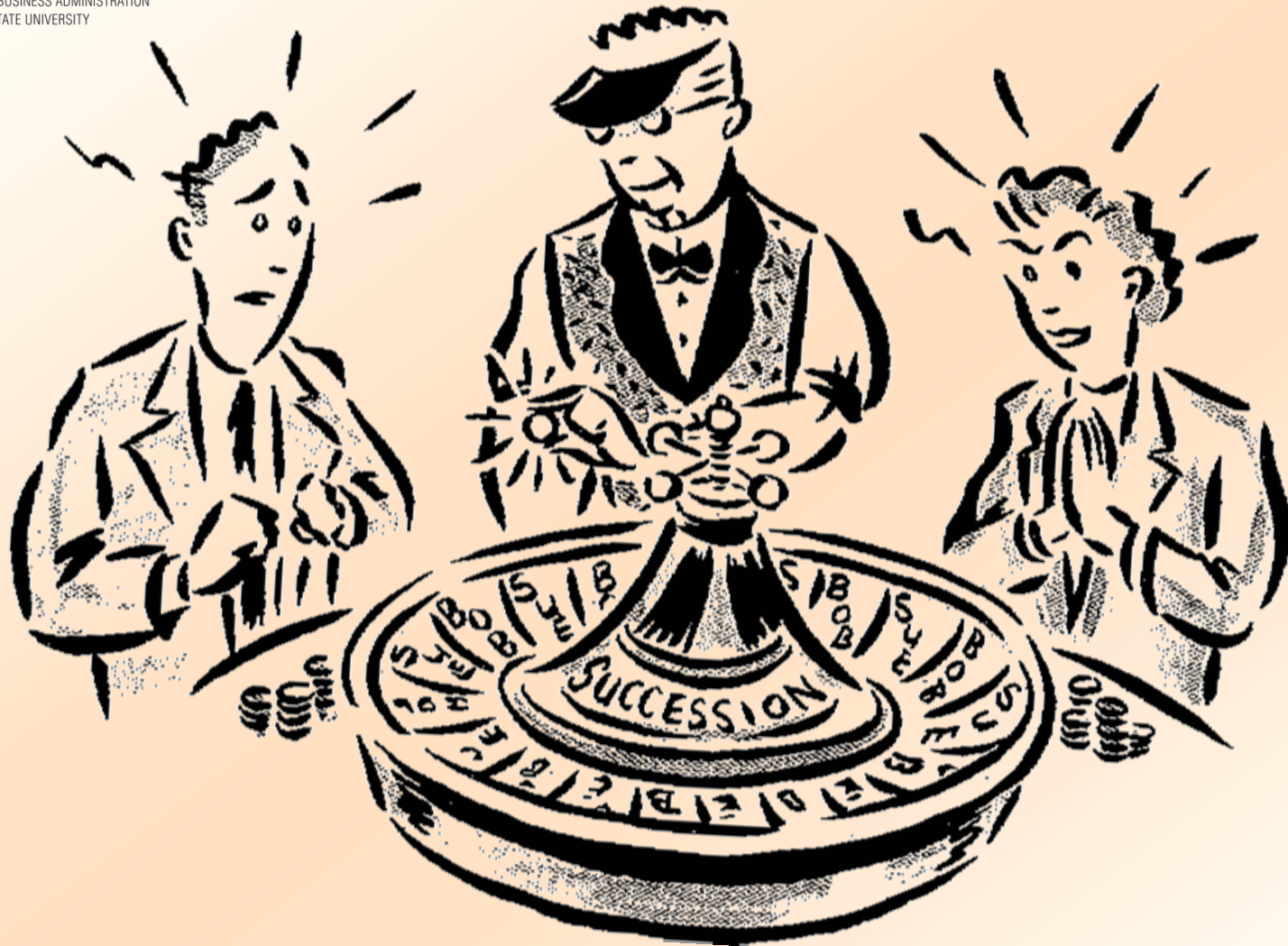
The Family Enterprise Systems

- ❖ 1. Family member not in the business, not an owner
- ❖ 2. Owner, not a family member nor working in the business
- ❖ 3. Working in the business, not a family member, not an owner
- ❖ 4. Family member who is an owner but not working in the business
- ❖ 5. Owner working in the business but not a family member
- ❖ 6. Family member working in the business
- ❖ 7. Family member working in the business who is also an owner

Where the work of the Ownership Family is Done: The Family Council





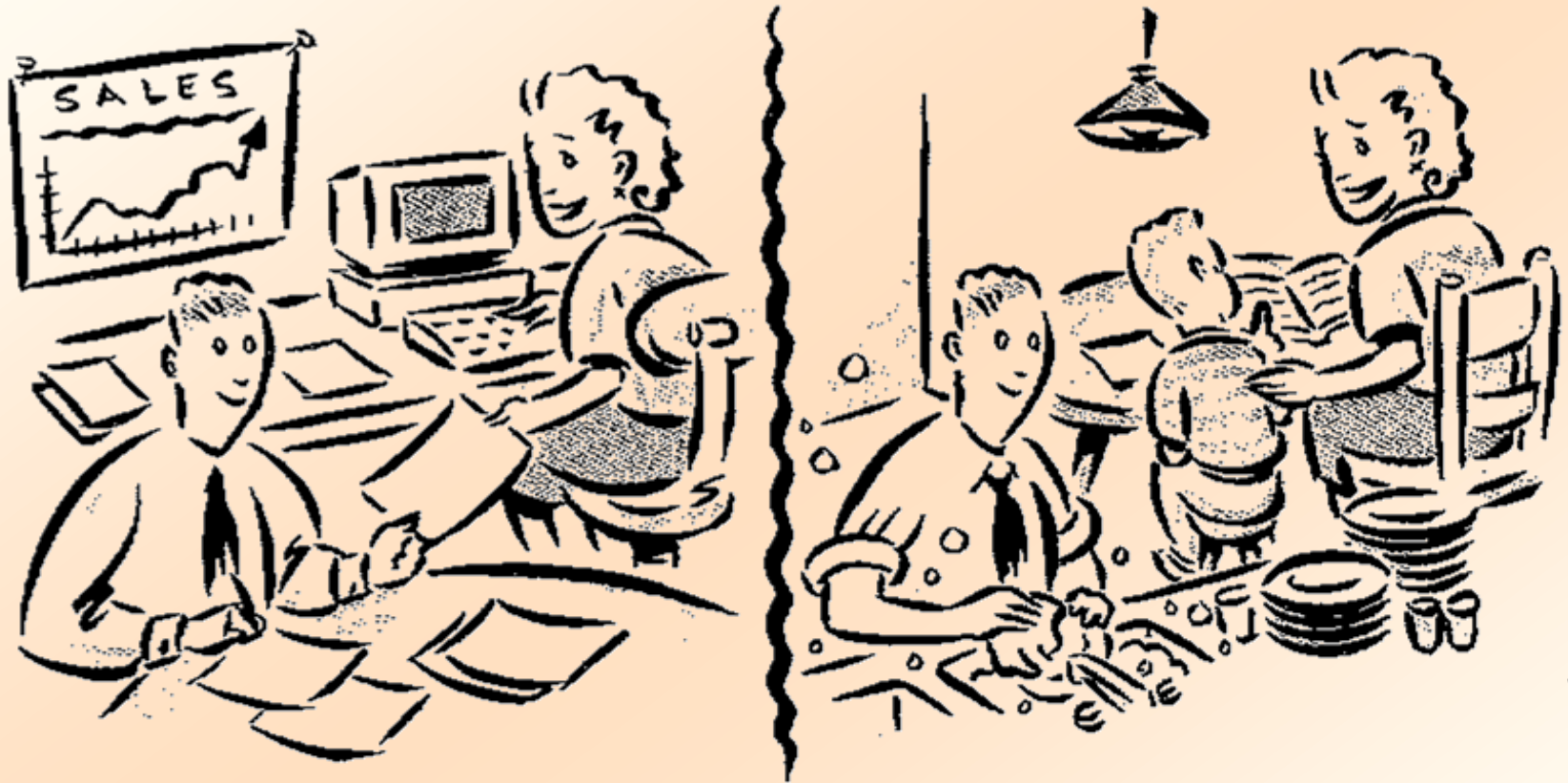


Succession Planning



Don't set them up for failure.





Make sure as you work together in business you keep working together at home.

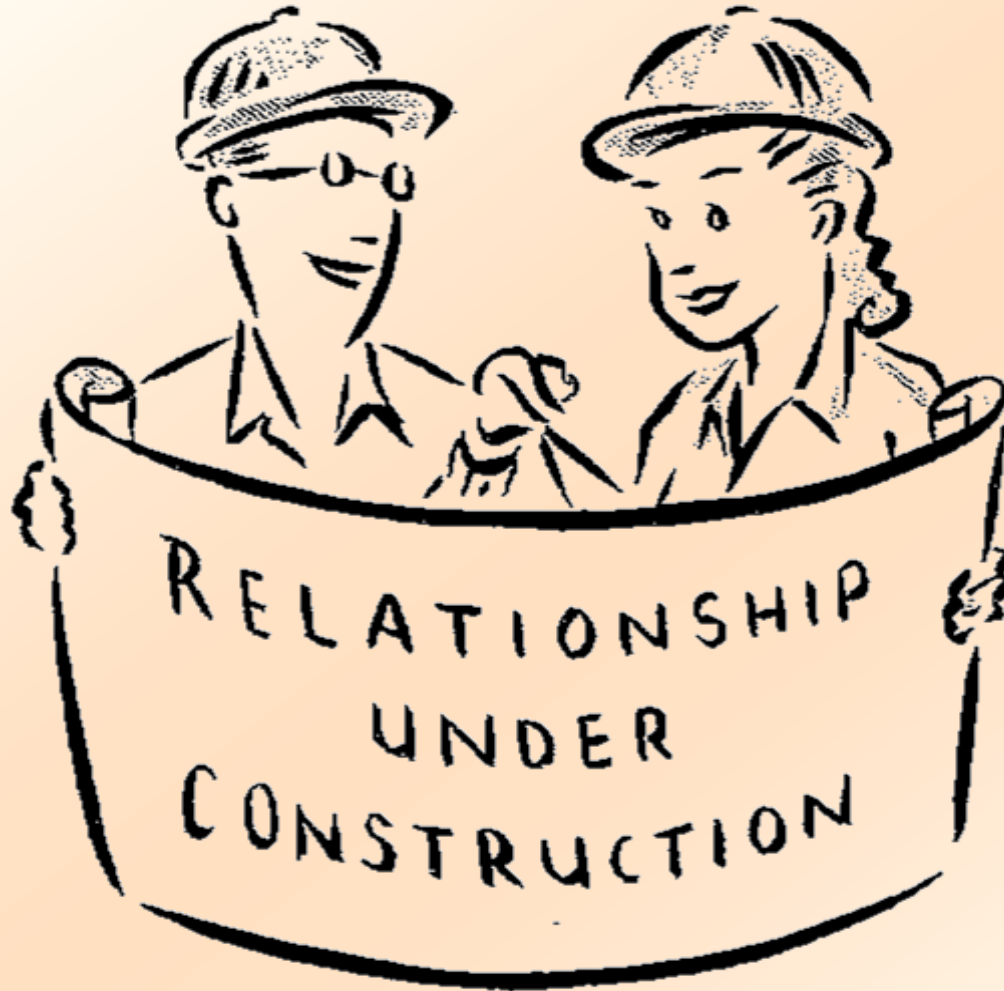
Sample Agenda

Key Areas to consider

- **Ground rules**
- **Core Values**
- **Vision**
- **Creed depicting Entry & Exit Strategies**
- **Family Council/Structure and Officers**
- **Estate Planning Buy/Sell Agreements etc.**

WHERE DOES YOUR COMPANY FIT ON THE FAMILY VS. BUSINESS-FIRST CONTINUUM?

CATEGORY	FAMILY-FIRST	BUSINESS-FIRST
EMPLOYMENT	There is a job for all family members	If you're qualified to do the job, you can join
COMPENSATION	Family members are paid more than market rate for the job	Pay is determined by responsibilities and performance
LEADERSHIP	Leadership is bestowed. Title/office bestowed by birthright	Leadership is earned. Company officers control day-to-day operations
RESOURCES	Business resources are used for family perks	Strategic resources are used for business purposes
TRAINING/EXPERIENCE	Outside experience may be less valuable than years of service in the family business	Outside experience is more important than years of service in the family business



Use the blueprints from your existing relationship to build a foundation for your business relationship.

Thank you to Michael O'Malley for the use of his cartoons!