

Healthy Family Businesses Audit

1. Score where you believe your family is NOW on a scale of 1 – 10 (1 = Low, 10 = High)
2. Score where you believe WHERE would like your family to be on a scale of 1 – 10
3. Calculate the gap
4. Develop Action Plans for the high priority issues (where there is the greatest gap)

Issues		Now	Where	Gap	Priority
Functioning of the Family					
1.	Individuals can manage themselves and their relationships with others				
2.	Family has ability to resolve conflicts with mutual support & trust				
3.	Boundaries between work & family are appropriate and respected				
4.	Knowledge is used wisely & isn't blocked by unresolved relationship problems				
5.	Communications are open and clear				
6.	Individuals are flexible and able to use advisors wisely				
7.	Family has the ability to make decisions and move forward				
8.	Family is clear about goals and navigates towards goals				
9.	Family has good direction and leadership				
10.	Transitions are managed and marked by rituals				
11.	Intergenerational boundaries are appropriate and respected				
Management of the Business					
1.	Knowledge is developed and mobilised as collective intelligence				
2.	The Business and its members use knowledge to adapt to change and produce a SCA for the business				
3.	Decision making is based on knowledge and expertise				
4.	Organisational learning builds new competencies & effective behaviour				
5.	Responsibility and authority are balanced				

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Issues		Now	Where	Gap	Priority
6.	Leadership is spread throughout the company/family				
7.	Succession is planned early				
Development of Governance and Ownership Systems					
1.	The mission and goals are clear				
2.	There is a functional board of directors with outsiders on it				
3.	There is a sound plan for succession and transfer of ownership over the generations				
Effectiveness of the boundaries between the family and business systems					
1.	Business uses family values in strategic planning				
2.	Boundaries are porous and allow appropriate exchange of information between systems				
3.	Each system uses goals and values to steer the course				
4.	Business issues are not acted out in the family and vice versa				
5.	Mutual learning exists between the systems and is put into action				
6.	Individuals understand core competencies of one another and of the company				

Adapted from - Consulting to Family Businesses by Jane Hilbert-Davies & W Gibb Dyer Jr.

Action Plans

Top 3 Issues –

- 1.
- 2.
- 3.

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