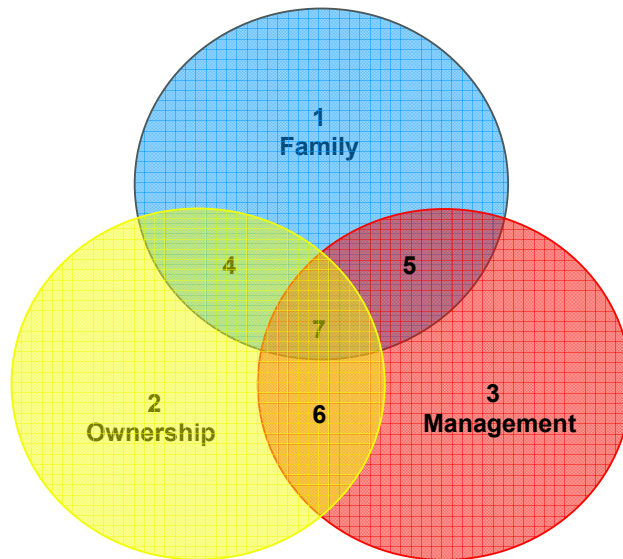


Perspectives differ depending on your view of the World



The parties in the family business system have differing perspectives depending on which of the segment they belong to.

- 1 Non-working family members who don't own shares
- 2 Investors who neither work in the business nor are part of the family
- 3 Employees who neither own shares nor are members of the family
- 4 Family shareholders who are not employed in the business
- 5 Family members who work in the business but are not owners
- 6 Non-family employees who own shares
- 7 Family members who own shares and work in the business

Each subsystem has its own view of the world, with different expectations, values and rules. When conflict arises it can often be traced back to differences in perspectives and the issue can be addressed by going back to the rules of that system.

Exercise

Using the attached worksheet think about the perspectives that apply in each of the 7 sub-system in your family business.

e.g. Family – 'Family members stick together no matter how bad things get'

Use these insights to compare how members of the 7 sub-systems might respond to a given situation.

e.g. How would a non-family employee view a certain situation compared to a family employee.

Need help or assistance?

Go to...

Family Business Resource Centre

www.fbrc.com.au

email: fambusiness@fbrc.com.au

Ph 03 9018 9800

FBRC Tools – The 3 Circle Model



The 3 Circle Model		
	Sub-System	Perspectives
1	Family	• • • • •
2	Management	• • • • •
3	Ownership	• • • • •
4	Family + Manager	• • • • •
5	Manager + Owner	• • • • •
6	Family + Owner	• • • • •
7	Family + Manager + Owner	• • • • •

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