

Creating buy-in for Family Governance

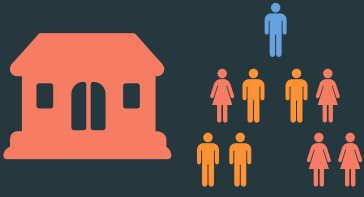
Here is a guide for you to help you build awareness & on board family members for family governance.



Intensity of Conflict
Low- Medium- High



Estimated time for impact



Decision Maker:

A family member who guides & approves family decisions.

Influencer:

A family member who sees the need for conflict resolution and/or for enhancing happiness, family togetherness and business growth.

*in some cases influencer and decision maker is the same person



BAF Consultants:

Professionals in the field of family governance. Experience of working with more than 150 family businesses in India, Nepal, UAE & United States.



1. BECOMING A CHANGE LEADER (SELF STUDY)

Lead by influencer

- Read about change management
- Attend family governance workshops
- Read books on leadership & family governance
- Meet experts and/or families who have established family governance
- Build awareness amongst the family & influence the decision maker



Conflict Intensity: Low



3 months - 9 months

2. GET COACHED TO RESOLVE CONFLICT AND/OR ENHANCE FAMILY HAPPINESS



Lead by influencer with the help of experts

- Coaching is a journey for influencer to build the muscle for driving change within family & influence the decision maker.
- With the help of coach, the coachee sets outcomes for next 6-8 months. Identify barriers, builds muscle to overcome barriers, adapts and grows.



Conflict Intensity: Low- Medium

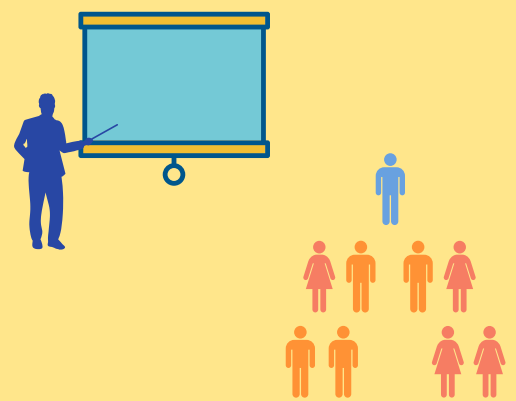


6 months - 8 months

3. CONDUCT AN AWARENESS WORKSHOP ON FAMILY GOVERNANCE

Lead by experts with the help of influencer

- A 1-day educational workshop on the basics of family governance
- Scientific methodology for creating family governance
- Discuss real case study of conflict resolution and build on family governance
- Influence the decision maker



Conflict Intensity: Medium- High

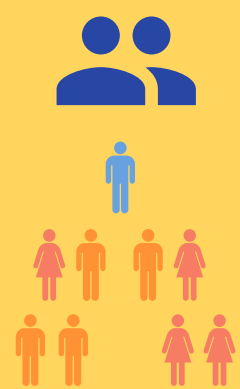


2 - 4 weeks

4. CONDUCT A DIAGNOSTIC STUDY FOR YOUR FAMILY

Lead by experts

- Understand the needs and perspectives on self, family & business of different family members
- The study results in identifying the strengths & needs of your family & business, and provides a concrete way forward.



Conflict Intensity: Medium- High



2 - 4 weeks