

# Family Business Dynamics – Governance (FBDG)



**Who?**

Experts in communication, group dynamics, negotiation and mediation



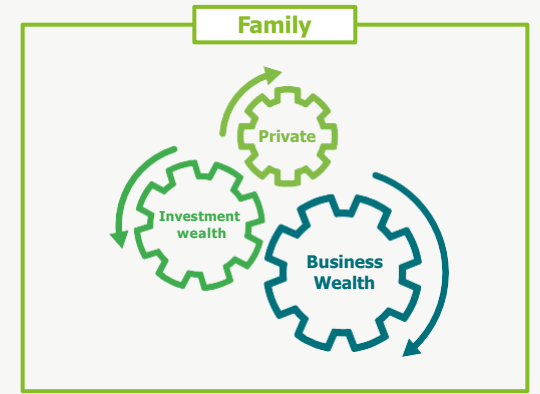
**How?**

We facilitate processes for growth, mutual trust, understanding and respect in the family. Our process-oriented approach is developing the concrete needs of the family into a customized and flexible trajectory. Step by step, at the pace of the family, we come to concrete agreements, thoughtful and with buy-in of all family members. The entire family works together on continuity and sustainability of the company as well as family harmony. Family members develop skills, competences and tools to deal with challenging situations in the future, as a family and as a business family.



**Goal?**

We work towards more family harmony and sustainable shareholdership, for every family member to find their role that suits best.



*Family Grammar of the wealthy family: healthy communication and constructive conflict management (Verbeke, Euwema & Bollen, 2020)*

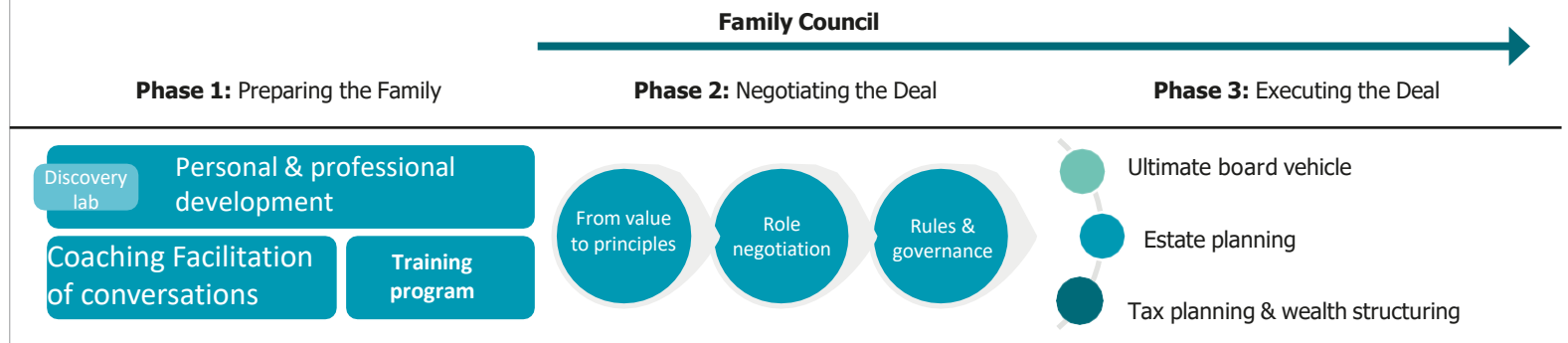
**With FBDG we counsel and guide wealthy and enterprising families in their challenges related to family, business and wealth, and the interaction between all of these:**

- In the near future I want to hand over a large share of my responsibilities, how do I best arrange the succession?
- How to better educate my children to handle the family fortune with care?
- How may we all be more responsible and sustainable shareholders?

**We challenge you to reflect on the following questions:**

- How do you handle conflicts as a family?
- Do you organize family councils on a regular basis to discuss urgent or important topics?
- Do you, as a family, have a clear and shared vision on the future of your business?

**Example trajectory over time**



**Example of thematic workshops/academy**



Offerings	What?	Pricing:
Discovery Lab	Intensive one-day event tailored to the family needs (each family member gets the chance to voice his/her thoughts and concerns on the future of the family, the business as well as the family's wealth and the personal interests and concerns in these domains). The day ends with a family dialogue during which concrete next steps are planned and drafted in a Family Canvas.	
Scan & Plan	When a Discovery lab is spread over time, we call this a Scan & Plan.	
Family Compass (Charter Constitution)	Document with familial values and vision, translated into behavioral principles and rules (applied to the three contexts: private, business and wealth). Also with governance rules and agreements on the role of each family member, as well as on leadership, careers in the family business and the business – and investment wealth.	
Family Council	Regular meeting of the family members (2 to 4 times a year): family members are filled in on topics in the three contexts: private, the business – and investment wealth.	
Academy & workshops	Strengthening of individual and group competencies and skills (e.g.: active listening, group dynamics, decision making, legal concepts, entrepreneurship).	
Family Governance	Rules of "good governance" within the family about participation in decision-making bodies and the manner of decision making about assets and business.	
Succession	Plan for transfer of the family business to the next generation with outlining of various roles in management, board of directors or general meeting, advisory board and supervisory board.	
Family Pact	Global inheritance agreement (Belgian law) between parents and children creating an equitable balance between the children related to the family assets, taking into account the individual situation of each child.	

### Mediation

Supporting family members involved in conflicts or discussions to come to a sustainable solution



### Facilitation of conversations

Preparing for and guidance in conversations between family members to come to constructive communication



### Coaching

Individual guidance in deciding on personal and/or professional goals, making choices and handling difficult situations

Hourly rate

#### Get in touch with the team:



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