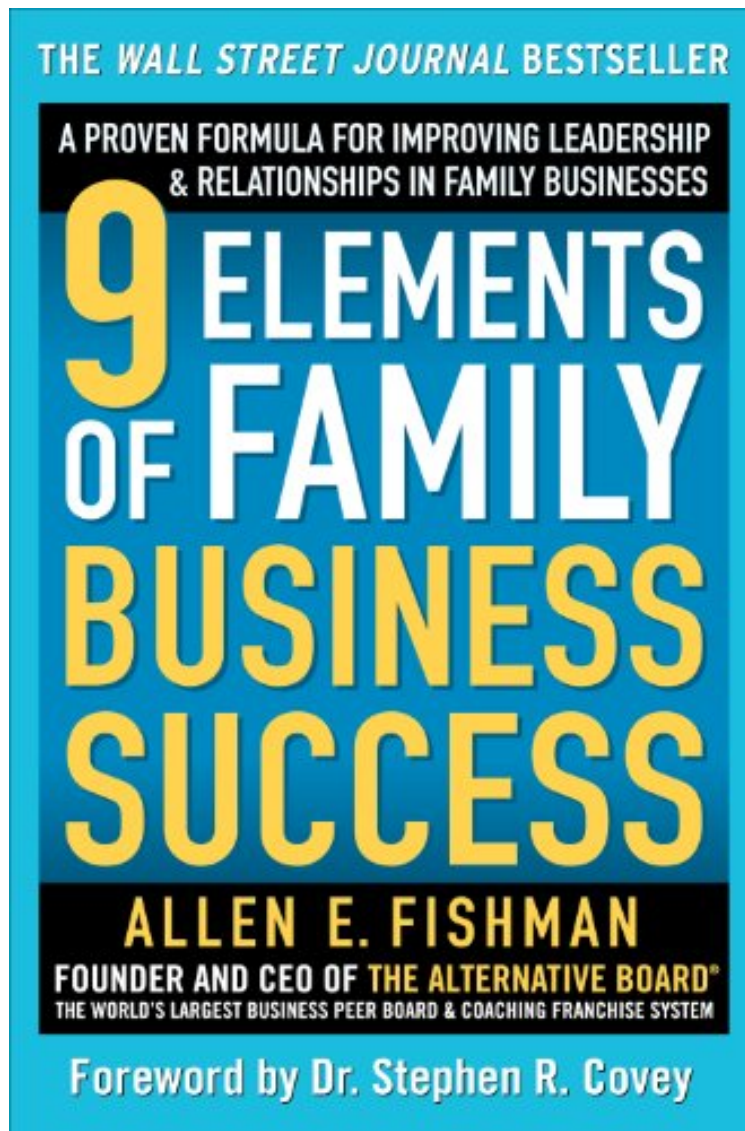


[Free download] 9 Elements of Family Business Success: A Proven Formula for Improving Leadership Relationships in Family Businesses

## 9 Elements of Family Business Success: A Proven Formula for Improving Leadership Relationships in Family Businesses

*Allen E. Fishman*

*ebooks | Download PDF | \*ePub | DOC | audiobook*



[Download](#)

[Read Online](#)

#1521312 in eBooks 2008-08-21 2008-07-31 File Name: B001EP8O62 | File size: 71.Mb

**Allen E. Fishman : 9 Elements of Family Business Success: A Proven Formula for Improving Leadership Relationships in Family Businesses** before purchasing it in order to gage whether or not it would be worth my time, and all praised 9 Elements of Family Business Success: A Proven Formula for Improving Leadership Relationships in Family Businesses:

0 of 0 people found the following review helpful. 9 elements of family business successBy E. AcostaPages of weak

literature. Family businesses are complex to administrate. Emotional links require extremely well prepare individuals to lead them. The book is poor. 0 of 0 people found the following review helpful. Nice approach By Oliver von Bergen Nice approach on family business issues. Empirical but still structured. Recommend it to all people looking for answers on family business transitions. 5 of 5 people found the following review helpful. Non Family Member Employees Take Notice! By Lynn Adler I didn't read this book to address my needs as a family business owner or a family member employee. Instead, as someone who has often worked as a non-family member employee in a family business, I wanted to better understand exactly what goes on---and why. My first job at age 15 was for a family-owned restaurant. I loved the job, but even back then I felt confused, and yes, annoyed, by dynamics I found unfair to those of us not "in the family." And that confusion (and annoyance) has followed me every time I worked for a family-owned business. I finally get it! And if this book had been around 30 years ago when I was 15, and I had been smart enough to read it, my future working life would have been a lot different--- and my blood pressure would have faced far fewer challenges. I love the close knit feeling a family company provides. But sometimes stuff goes on that makes no sense; at least not to me. Like when a family member gets promoted to a position I don't think he or she has the experience to carry, compensation issues, and being pushed and pulled by the conflicting pressures of bosses that also happen to be a husband and wife, siblings, cousins, whatever the relationship. This book hits on all these scenarios and more. I truly believe that tolerance for issues that challenge me comes from understanding. Allen Fishman's book has given me the understanding I need to push these issues aside. I may not like every single thing that goes on in a family business, but now that I know why it happens, I don't have to waste any more time thinking about it. Allen speaks in real terms that everyone can understand, and he doesn't dodge the tough issues; he calls the shots just as they are, even when they aren't pretty. And that's impressive coming from someone who is a family business owner himself. And how cool that Allen credits his daughter for her help in writing the book; talk about authenticity! Any one who works for a family business, who isn't part of the family, needs to read this book. And family business leaders, or FBL's as they are called in the book, listen up--- get a couple copies of this book and spread it around to your Non FME's. Encourage them to read it, and then talk to them about any questions they might have. I promise, you'll get a more productive- and happier- non family workforce for making the effort.

Running a family business is like running any other business--with the addition of many extra challenges. A family-owned enterprise involves unique management, compensation, hiring, and other business issues regarding family member employees. 9 Elements of Family Business Success addresses the specific challenges faced by owners of family businesses, and it shows family members employed in the business how to enjoy their positions while helping the organization reach its highest potential. Every relationship between family members comes with its own unique set of dynamics. When transferred into the workplace, these dynamics introduce emotional factors and hot buttons that can make or break the business. In this comprehensive guide, Allen E. Fishman spotlights all the challenges such organizations face and provides practical advice for creating your own strategy to meet them--and strengthen relationships within the family, as well. Fishman provides solutions to the problems unique to a family-run business, along with handy checklists to ensure you're covering all the angles. You'll learn how to: Create a written policy for hiring, reviewing, and terminating family member employees Avoid family relationship tension regarding compensation Choose a successor and create a succession development plan Ensure good results-driven family communication and dynamics Maintain healthy spousal relations when you work together Recruit and retain talented non-family member employees 9 Elements of Family Business Success contains detailed case studies of specific challenges faced by real family business owners and employees. Each one explains how the owner or employee identified the problem and the steps he or she took to solve it. Apply Fishman's advice, and you'll experience all the benefits and avoid the pitfalls that come with running a family business.

From the Back Cover "What a powerful, greatly needed and comprehensive book on all the issues confronting family business!" -Stephen R. Covey, bestselling author of The 7 Secrets of Highly Effective People A Practical Formula for Meeting the Challenges of Running a Family Business Staying on top of daily business operations while keeping your employees motivated is a difficult task. Add family dynamics into the mix and every moment becomes a major project. 9 Elements of Family Business Success addresses the unique issues family-business owners and employees face each day and helps you devise your own strategies for meeting each one. Using the nine-step formula inside this book, you'll be equipped to ensure that: Compensation issues don't give rise to family tension Hiring and termination processes are clearly defined Marriages don't suffer in spousal partnerships The business remains profitable after you retire Your position holds the promise of the best business ownership has to offer--as long as you remain vigilant of its natural pitfalls and maintain the know-how for avoiding them. This comprehensive and insightful guide provides the tools you need for reaping the rewards of entrepreneurialism, hard work, and a family-focused life. About the Author Allen E. Fishman is the bestselling author of Seven Secrets of Great Entrepreneurial Masters. He is the founder and CEO of his family business, The Alternative Board (TAB), the world's largest business peer board and coaching franchise system. A noted expert on privately held companies, Fishman has been featured in numerous media

venues, including CNBC, Bloomberg, The Wall Street Journal, and USA Today, and he is a featured speaker at engagements around the world.