

# Communication and Conflict in Family Business:

Getting the most out of your team by getting the most out of your  
communication



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# What are the major barriers to communication in your family?



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# What type of information would you want to get if you could have better communication?



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# How would that improve your relationships and your operation?

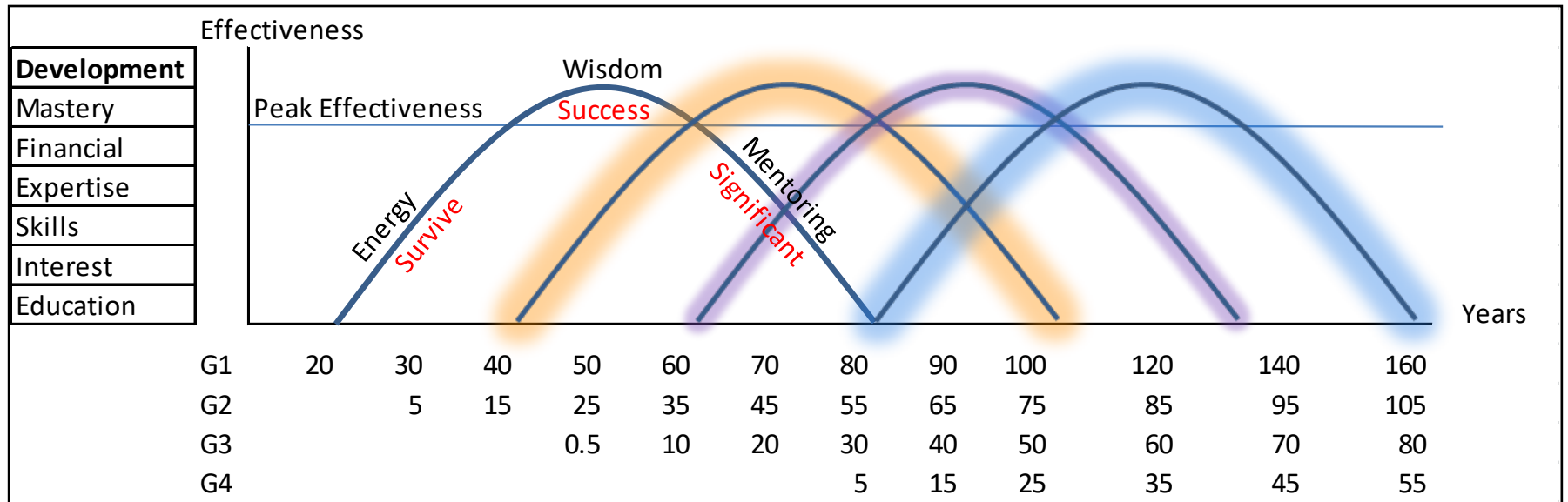


# Why Do You Think Conflict Occurs?

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# Lifecycle Energy



- 1 • Survive (struggle)
- 2 • Success
- 3 • Significance (giving back)

# Three Hats – Roles We Play

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Family

Owner

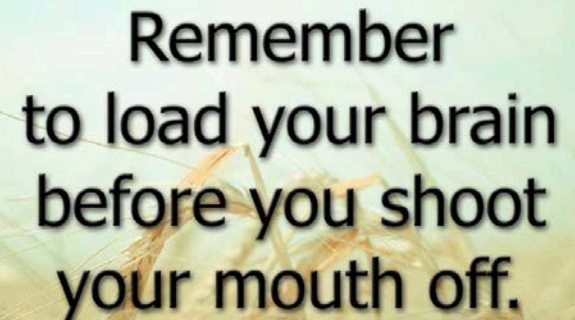
Staff

You need to be mindful and purposeful of what hat you are wearing when you are having discussions with each other.

# Does Conflict Have to Be Negative?

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- What are the positive aspects of Conflict?
  - Best thinking – new ideas
  - Avoid mistakes!
  - All have a chance to learn and grow
  - Get to know people better



Remember  
to load your brain  
before you shoot  
your mouth off.

- Old Farmer's Advice



# How Can We Reduce the Negative Aspects of Conflict?

- Getting to know each other
- Communicating (even when its tough!)
- Creating clear guidelines for employment and compensation (and sticking to it!)
- Creating an accountability structure
- Designing your succession plan



# Let's Connect!



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