

**“You can't stop the waves,
but you can learn to surf.”**

Jon Kabat-Zinn




Do you feel like this ?



EXPENDABILITY

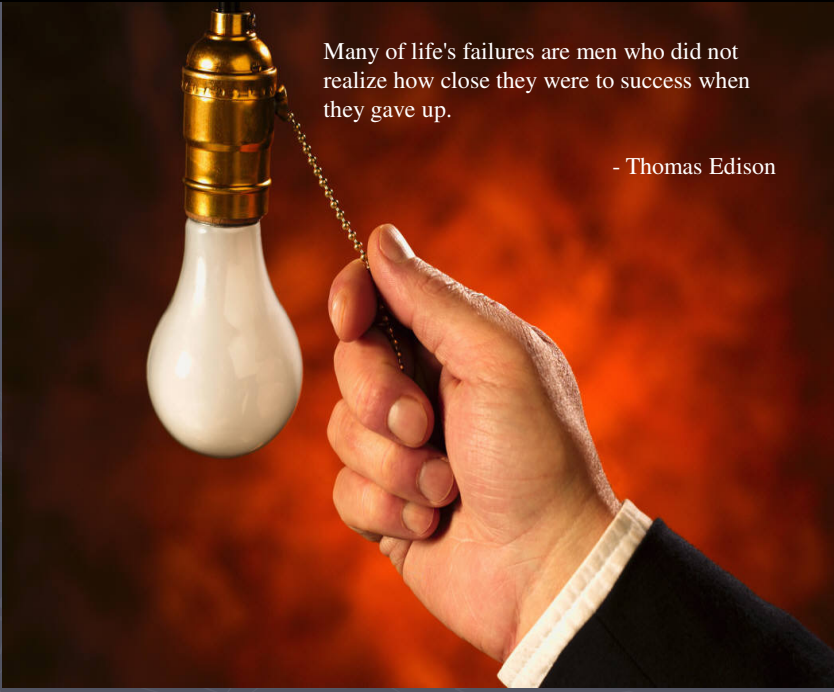

KIRK, SPOCK, MCCOY, AND ENSIGN RICKY ARE BEAMING
DOWN TO THE PLANET. GUESS WHO'S NOT COMING BACK.






MISTAKES


IT COULD BE THAT THE PURPOSE OF YOUR LIFE IS
ONLY TO SERVE AS A WARNING TO OTHERS.



Many of life's failures are men who did not realize how close they were to success when they gave up.


- Thomas Edison






MEDIOCRITY
IT TAKES A LOT LESS TIME
AND MOST PEOPLE WON'T NOTICE THE DIFFERENCE
UNTIL IT'S TOO LATE.

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APPRECIATION
Leadership has its rewards.






BELIEF
See Beyond today to a better tomorrow.



COURAGE
Never, Never, Never, Never give up !





LEGACY

One small person can make a HUGE difference.



THE MARCH TO GREATNESS

Who Cares how we get there !



GOOD COMMUNICATION

- ▶ Good communication is more than an essential ingredient for any successful family business..... ***It's a necessity***



FAMILY BUSINESS NEEDS

- ▶ Families need forums and opportunities for all adult members of the family to be heard both in the business and in the family.
- ▶ Families need clearly defined roles and goals for the present and the future.
- ▶ Founders and Successors need to know and plan for the future.

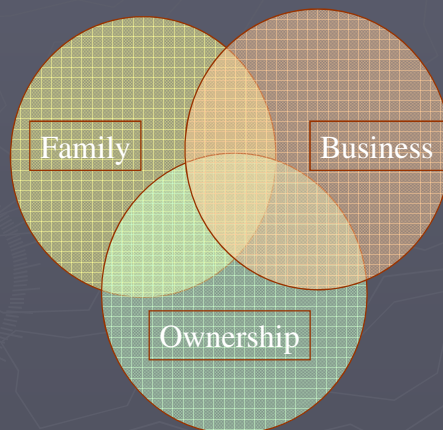


THE FARM IS SECURITY

- ▶ The Farm provides the family with both work to do and income support.
- ▶ The Farm takes on the Family's Culture in how it treats customers, employees and the world.
- ▶ The Farm is the window on the world. It needs to grow and change to survive.



The Three Circle Model.



THE CAFE PHILOSOPHY OF STEWARDSHIP

- ▶ *Stewardship is the concept of acting as guardian of an asset in order to maintain and preserve its value.*



The Family Council

- ▶ Membership
- ▶ Confidentiality
- ▶ Attendance
- ▶ Decision Making
- ▶ Communication
- ▶ Conflict Management
- ▶ Outside Experts



AVOIDING THE ROCKS

- ▶ Poor or non-existent communication on a regular basis
- ▶ No plan
- ▶ Not sharing air time
- ▶ Not sharing information
- ▶ No facilitator
- ▶ No follow through



It begins with a Leader !

- ▶ Servant Leadership is still LEADERSHIP !
- ▶ Its always easier to find the reasons why we can't do something.
- ▶ Your leadership will be judged not while you are in the role but after you have moved on.



The Leadership conundrum.

► To Do

- Build our Farm
- Add Value
- Strategically plan
- Build our Finances
- Build our Business
- Keep Everyone Happy

► Don't Do

- Upset anyone !
- Tell the truth
- Face facts
- Change our Ethos
- "professionalize"
- Be Happy yourself !



Family Farm CSI.

- Collect the evidence and be honest in how you interpret it !



Identify the barriers

Fear factor



Follow your leadership compass

- ▶ Trust your gut.
- ▶ Make decisions, even imperfect ones.
- ▶ Business Principles work.
- ▶ CARE FRONTING
- ▶ Own the outcome



Where are we going ?

- ▶ Facts Trump Dreams and Wishes
- ▶ Check your source
- ▶ Rock Flipping
- ▶ Dialogue vs. Coercion
- ▶ Blameless Autopsies
- ▶ Red Flag Mechanisms



STOP THAT !

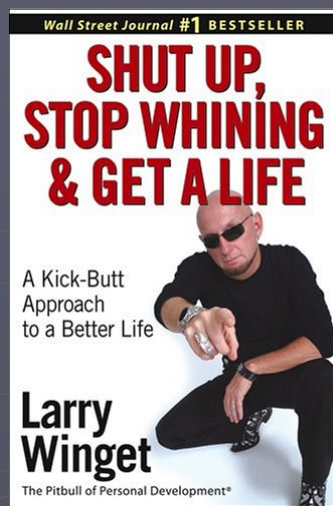
Should we have a "stop" doing list?

What should be on your list?





One book every Leader executive should read !



Q & A

