



Human Capital and Leadership Development

Successful families understand they need to reach across generations to pull in those members who are committed to leading their family into the future. Cultivating those future leaders requires honest feedback, providing opportunities for development and ways for family and non-family members to assess them. It is vital to identify the strengths and gaps of potential leaders so that an individualized plan can be created to help family members feel confident in their ability to make a meaningful contribution to the family.

CASE STUDY:

Executive Coaching for Family Members

The Family's Situation

It was clear that the founder's son, Joe, was well on his way to running the furniture distributorship. However, several top salespeople and Joe's younger siblings resisted the idea. It seemed that Joe was often critical and sometimes became exasperated in executive meetings, appearing unprofessional and lacking leadership skills.

Our Direction

Joe revealed in an initial interview that he was frustrated with his father's lack of support and mentoring. Relative Solutions worked with the company's four senior managers to develop a functional organizational structure, complete with job descriptions and responsibilities and executive development plans. Joe's executive development for president included ongoing executive coaching by one of our consultants.