



ASPEN FAMILY BUSINESS GROUP, LLC

DEEP RELATIONSHIPS. ENDURING LEGACIES.

Balance in Motion

by Aspen Family Business Group, LLC

A family that owns a business or that manages collective family wealth differs in several ways from other families. Personal boundaries are different, family members often have multiple relationships with one another involving governance, management, ownership and their place in the family.

There are more demanding intellectual challenges and families in business have a much more complicated web of relationships in the world because of connections with suppliers, employees, customers, etc.

These families are analogous to a mobile hanging from the ceiling. Each piece of the mobile corresponds to a family member. All are connected and in a balance with everyone else. But it is a dynamic balance while in motion that allows everyone to change positions whenever the winds of change blow through the family.

The succession process, however, is an unusually demanding time. Some pieces in the mobile grow heavier and others become lighter as their influences on the system changes. At the same time the external pressures of the marketplace continue to demand that the system adapt and must keep its balance while staying in motion.

Succession planning and management is a primary focus of the Aspen Family Business Group. Since we are in a “perfect storm” of financial change the Group is devoting the entire annual conference (we call The Gathering) to the dynamics and demands of succession during troubled times.

We invite you to join us in the safe haven of the Gathering where you will find families like yours facing the same challenges and having the same hopes and concerns. Just click on www.aspenfamilybusiness.com to see more about the Gathering.