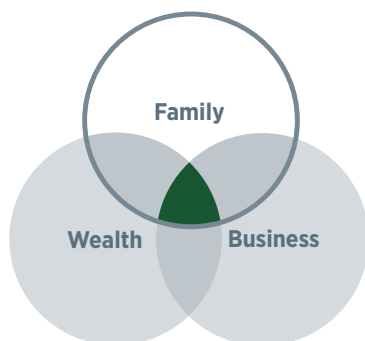


Emerald Family Office & Advisory

PROVIDING STRATEGIC
TRANSITION PLANNING
AND SOLUTIONS



Our holistic approach to planning seeks to integrate and align your family, wealth planning, and business goals to help prepare you for life's transitions.

Developing a Family Business Employment Policy

Collaborating on vision, values, and wealth

A defined set of employment guidelines can go a long way to prevent conflict when considering the hiring, promotion, and compensation practices within a family business. Quite often, the roles of family members within the business entity can either serve as a remarkable asset that advances the continuity and bottom line of a firm or, in contrast, as a liability that is driven by sentiments of entitlement and/or unreasonable expectations. The intentional management of these varied outcomes can be mitigated by the creation of a well-defined family employment policy that serves the business and the family in the following ways:

- Clarifies the path for family members to join the family business
- Creates the foundation for a family business succession plan
- Provides consistency and transparency on hiring policies
- Sets cross-generational expectations for employment in the family business

How does it work?

To establish a family business employment policy, our team will facilitate a workshop or series of workshops delivered either virtually or in-person at the location of your choosing. Each workshop follows a sequential, moderated set of discussions that accommodate all participant voices as the framework for an employment policy is contemplated, considered, and defined. Our facilitators will serve as accountability partners that promote progress, growth, learning, and defined details that uncover the conversations necessary to design a comprehensive employment policy.

During the workshop, participants can discuss and unpack issues and concerns related to the employment policy that can include:

- What is the purpose of a Family Business Employment Policy?
- Who is eligible for employment?
- What is the job application process?
- What does the performance evaluation process look like?

Continued



Benefits of completing a Developing a Family Business Employment Policy workshop

This exercise allows your family to discover how to design and manage the employment within the family business in a consistent fashion that promotes the health of the company and harmony of the family. Upon completion of the sessions, a summary of the work with content and details is delivered to your family (and your attorney for input if desired) with the intention of the participants drafting a formal employment policy.

Contact us to learn more about arranging a Developing a Family Business Employment Policy workshop

Please contact:



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