

Families in Business Resource Kit

Developed by *highresolutions*

Talking Families in Business – DVD & Workbook with Lyn Sykes

Rural Families in Business Communicating to Improve Productivity

- Are you part of a rural family business;
- Is more than one generation involved in your family business;
- Would like to know how communication can influence your productivity?

Ensuring the balance between family and business is a critical part of a successful business and family. The dvd and workbook capture many years of learning about people managing in family business. Developed by Karen Harper and Lyn Sykes combining their 20 plus years of experience with family business. Supported by **QDPI, Westpac Banking Corporation, MLA** and Cooee Beef Group.

The dvd is in two stand alone parts. The footage is from an actual workshop and is 'real to life'. The dvd is functional, realistic and provides essential tips to rural Families in Business.

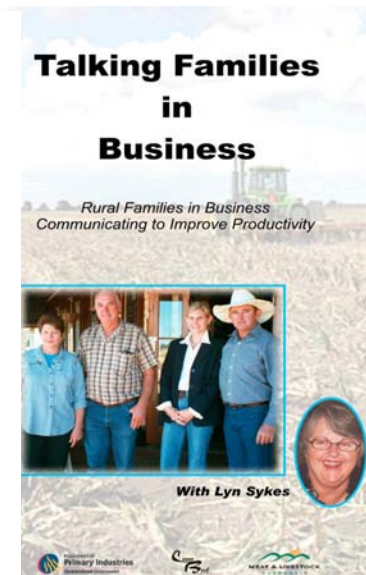
The workbook is designed to accompany the dvd and for families to work through themselves. The workbook follows the sections of the dvd has additional tips and worksheets for the family to work through.

Part 1 – Footage from Communication Workshop conducted by Lyn Sykes.

- 3 key areas to address in terms of managing the people in rural family business.
- 3 communication stages for families in business.
- How to manage for successful change in multigenerational family business, 4 key areas to address.
- Levels of communication in order to achieve maximum productivity.
- Maintaining clear communication and staying out of triangular communication
- Understanding the influence of role models.
- The impact of our self esteem on communication and decision making in family business.

Part 2 - A Facilitated Family Business Meeting with Lyn Sykes and Accountant

A brief look at managing one of the many changes that occur in a family business.



Can be ordered separately, see order form

Challenge of Change DVD

Families in Business Managing change

With Lyn Sykes

Managing change is a crucial part of being in a family and being in a business. When a family is in business the need for these skills is even greater.

Lyn Sykes, known throughout Australia for her innovative approach when working with families in business, features in this dvd. Lyn talks with two families identifying some of the key factors families in business have developed to manage change. Lyn also provides information on key skills families in business require to manage change successfully.

The dvd is in sections; it is functional, realistic and provides essential tips to families in business. Available in VHS and DVD format.

Family Managing Change

A two generation family in business discuss how they have managed change over a twenty year period. We get the perspective from the son, daughter-in-law, mother and father. Areas covered include; son coming to work in the business, incorporating the daughter in law into the business, dealing with drought, and change of management. Key points identified for managing change were

- Acknowledge signs – when things are going well and not so well.
- Access Assistance – in both the family and business areas
- Clear plan – everyone agrees with and is flexible
- Good communication – between couples and the family
- Inclusive process – for the family members, new people to the family

Lyn Sykes Workshop Clips

Communication tips for business – looking at transactional analysis. How we all communicate at different levels and the most effective way to communicate in business and family.

Based on Steve Biddulph thoughts on four primary emotions – communicating about the emotions of change. Understanding emotions triggered by change, the impact they have on decision making within the family and business.

A Rural Doctors Perspective.

- Lyn talks with a Rural Doctor regarding the impacts of change he sees through his practice. They also look at ways to maintain health while managing change. Key points identified to maintain physical, emotional and mental health.

A Couple discussing Balancing Family and Business.

This couple discuss how they have set priorities for managing their family, business for successful change.

The making of this video was funded through Centacare and Dept of Families and Communities. The project was initiated by highresolutions and Anglicare.

THE INLAWS Radio National Series

Double CD

7 weeks of interviews with members of Families Business discussing the various in law roles.

Produced by ABC April & May 2004

Disc 1

Family Dynamics – Bringing People into a Family Business Guests:
Karen Harper, Family Business Meeting Facilitator and project manager for resources for family business, **Barbara Ross**, Daughter in Law who married into a farming family 30 years ago, now working with families in business.
Lyn Sykes, Dubbo based specialist in family business meeting facilitation and communication in farm families.

Daughters-In-Law – 3 Young women bravely present their story and insights. One of these ladies is compiling a book of 'letters' by mother and daughter-in-law as a resource, for information visit www.highresolutions.com.au

Sons-In-Law – two men describe how they entered the family business's of their wife, the success factors and learning's.

Disc 2

Fathers-in-Law – a guest from south Australia and Queensland share the challenges of bringing the next generation into the business.

Mothers-in-Law – talking from NSW and Vic two women share the challenges of maintaining all the relationships while in business.

The Family - a Family Business from Victoria very generously share some of the challenges and achievements from the families perspective.

Wrapping up – Barbara Ross rejoins the program along with one of the daughter-in Law from week 2. Also invited was a representative from Family Business Australia.

Program acknowledgements and further resources

This series was Initiated and Project Managed by:

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Supported by a Steering Committee:

- **Rural Women's Network**, NSW Department of Primary Industries, 02 6391 3620 www.agric.nsw.gov.au/rwn
- **Leanne Rudd**, Leanne Rudd, Taxation & Business Specialists
- **Community Legal Service (CLS)**, 29 Stanley Street Wodonga Victoria 3690 Ph 02 6056 8210 email cls@umfc.com.au

Double CD set available

How to order:

Post order form to: highresolutions 2 / 156 Oxlade Drive NEW FARM 4005
Ph 07 31291754

Please send me	Number	Cost _(inc.gst)	Total
Talking Families in Business dvd		\$25	
Talking Families in Business dvd & Workbook		\$50	
Challenge of Change dvd		\$25	
Postage & Packaging (Overseas postage will be charged at cost)		\$ 8.50	
Families in Business Resource kit contains 1. Talking Families in Business Workbook and dvd, 2. Challenge of Change dvd and 3. Free 'In Laws' double cd set		\$85 Includes postage	
TOTAL			

Please find enclosed my cheque or money order for \$..... to highresolutions.

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