



The Family Business Network New Leader Circle

Typical topic raised

- The many ways and phases to leadership in the family and the business.
- How to deal with hidden expectations that will come up one day.
- How to build trust so family accepts us and in laws?
- Ownership in family settings – What can owner do and don't in regard to the business?
- Private life for family business people – How to draw the line between private and professional life, I don't want to take business problem home – what to do?
- Goals – plans – obstacles.
- What keeps me up at night?
- How do I effect my peers in my personal, business and family life – how do they effect me?
- Anger, fear, happiness and laughs in my business, family and private life;
- How do the life of previous generations affect my life?
- Characteristics of roles and relationships in my family and business;
- How do values take place in the life of the business, family.
- How do we manage expectations in the family and the business?
- What should I let go?

"I gained insights about myself that I never realized or thought about before"

"NLC brought more balance into my life. Sharing with likewise peers in secure settings grew my thoughts, feelings and cleared my sight in many ways."

"Never doubt that a small group of thoughtful, committed citizens can change the world."

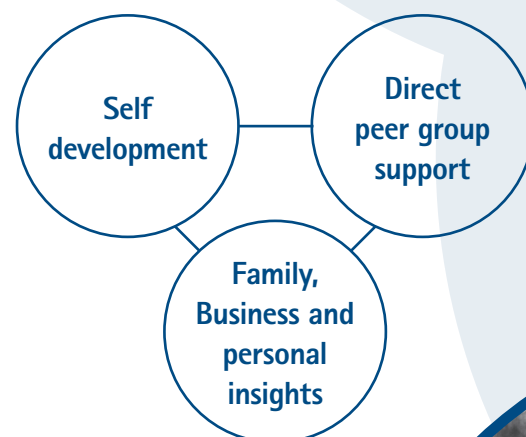
Indeed, it is the only thing that ever has."

Margaret Mead

What is FBNI New Leader Circle (NLC)?

One of FBNI's most important responsibilities is to create the opportunities and conditions that bring families together and encourage them to share their own experiences and knowledge. With this purpose in mind, **we offer** our NxG members that are currently embarking on leadership roles within their family business, **the opportunity to participate in small focused peer groups tackling topics New Leaders are facing.**

Many of you may have already experienced, at one of the summits or national events, **an unspoken bond that is felt with other FBNI members.** There is a common feeling of solidarity, understanding and trust amongst individuals in Family Business that contributes to opening-up to share with each other our experiences and challenges. **The NLC is considered a safe place for members to discuss sensitive topics that affect their lives whether these are personal, family or business issues.**



"This is the most effective to get through personal, family and leadership challenges."

"I cleared some of ideas that I have had for months."

"A tremendous potential! A must for a new family business leader for self development and peer group support."

Who is considered a New Leader?

The FBNi NLC is especially useful for members who are in the process of developing themselves to be leaders in their family business.

A New Leader could be a NxG member who:

- in transition to become a Generation in Power
- recently assuming leadership in a position within the family business but not fully empowered yet; in the process of finding own leadership style, gain respect of their co-workers & family and learning how to fulfill the responsibilities towards all stakeholders
- Generally the typical life span from 30 to 45* years old. This range is flexible since the role in the family business is what makes the New Leader a person who is working hard in earning a leading role in the business, building his/her own family (from finding spouse to having children) and sometimes constructing the family governance.

What differentiates NLC from other programs?

When compared to other similar programs, such as YPO Forum and others, the NLC brings together individuals specifically involved in family business. It is difficult to find people that relate and understand the challenges and issues that come with being a family in business. Therefore, circle members will have more in common and can share about similar experiences.

Circle members will also have direct access to Senior FBN members. Depending on the specific needs of a member or of a topic raised, circle members can be put in contact with Senior Gens, opening a new window of insight and experience. A FBN-I board member can also be occasionally invited to join one the NLC.

To insure follow-up and constant contact, NLC continues online via a dedicated forum on the secured Xchange platform.

Our principles: Healthy group dynamics in a confidential setting

The following principles are intended to help each circle establish a healthy group dynamic. By establishing a healthy group dynamic, the NLC will have the conditions and qualities necessary for reaching the source of the issues and challenges faced by the members.

6 Guiding Principles To Support:

1. **Alignment** – Focus On Improvement
2. **Compassion** – Judgments Do Not Help
3. **Honesty** – Get To The Heart Of The Issues Even Within Yourself. Confidentiality Is Key!
4. **Yielding** – It's Worth To Give Up Positions On Issues
5. **Patience** – Let Your Self Give Birth To New Thoughts And Feelings
6. **Perseverance** – The Real Value Is In The Process

Circle composition

6-8 FBN Members

Identify with the definition of the New Leader

Self chosen groups or first come, first serve basis

No personal or business conflict of interest amongst circle members (eg.: different industry, not related, etc...)

Confidentiality and insider trading agreement

Meeting frequency

Recommended 8 times per year, ineffective below 4

Meeting duration

A minimum of 4 hours + lunch or dinner

Location

Hosted at Member Association place or at any participant's place/company

Yearly circle workshop at the international and national Summits

Moderation

The first NLC meeting is moderated by one professional moderator trained by FBNi – then the group is free to decide if the next sessions will be moderated or not.

*Open to exceptions when needed

