

DAY 1 – THURSDAY 2 MAY

## PARALLEL SESSION

# ARE YOU GROWTH READY? FROM FRICTION TO FLOW



Vanessa Fudge, Leading Well



# Today's Agenda

Family comes first

Belonging

Restoring Flow



Family

Gomes

First



GRAND CHANCELLOR

Leigh Ann

TLK24

ICON

TRITO

# How Family Dynamics show up in Business

*'Can you please come and help us to develop our strategy?*

*Every time we get together to do this we talk around in circles.'*





# How Family Dynamics show up in Business

*'Can you please come and help us to develop our strategy?'*

*Every time we get together to do this, we talk around in **circles.**'*



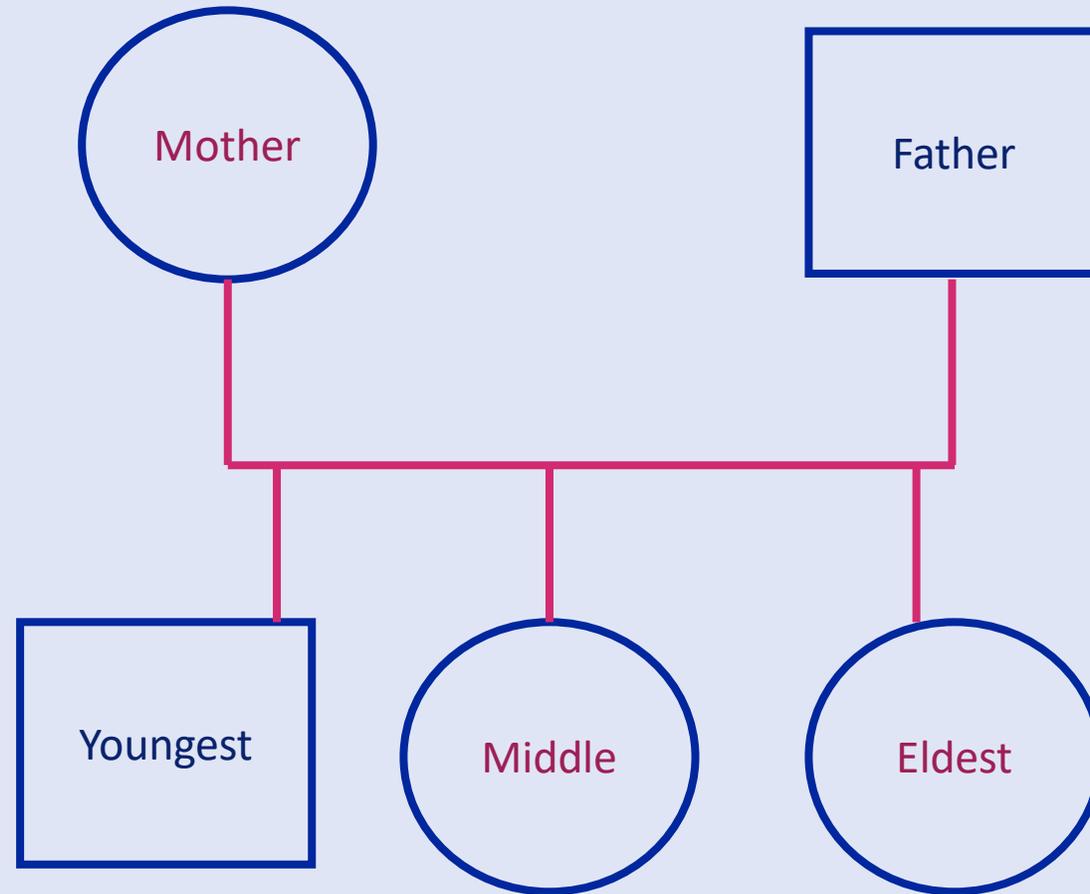


# How Family Shapes Business

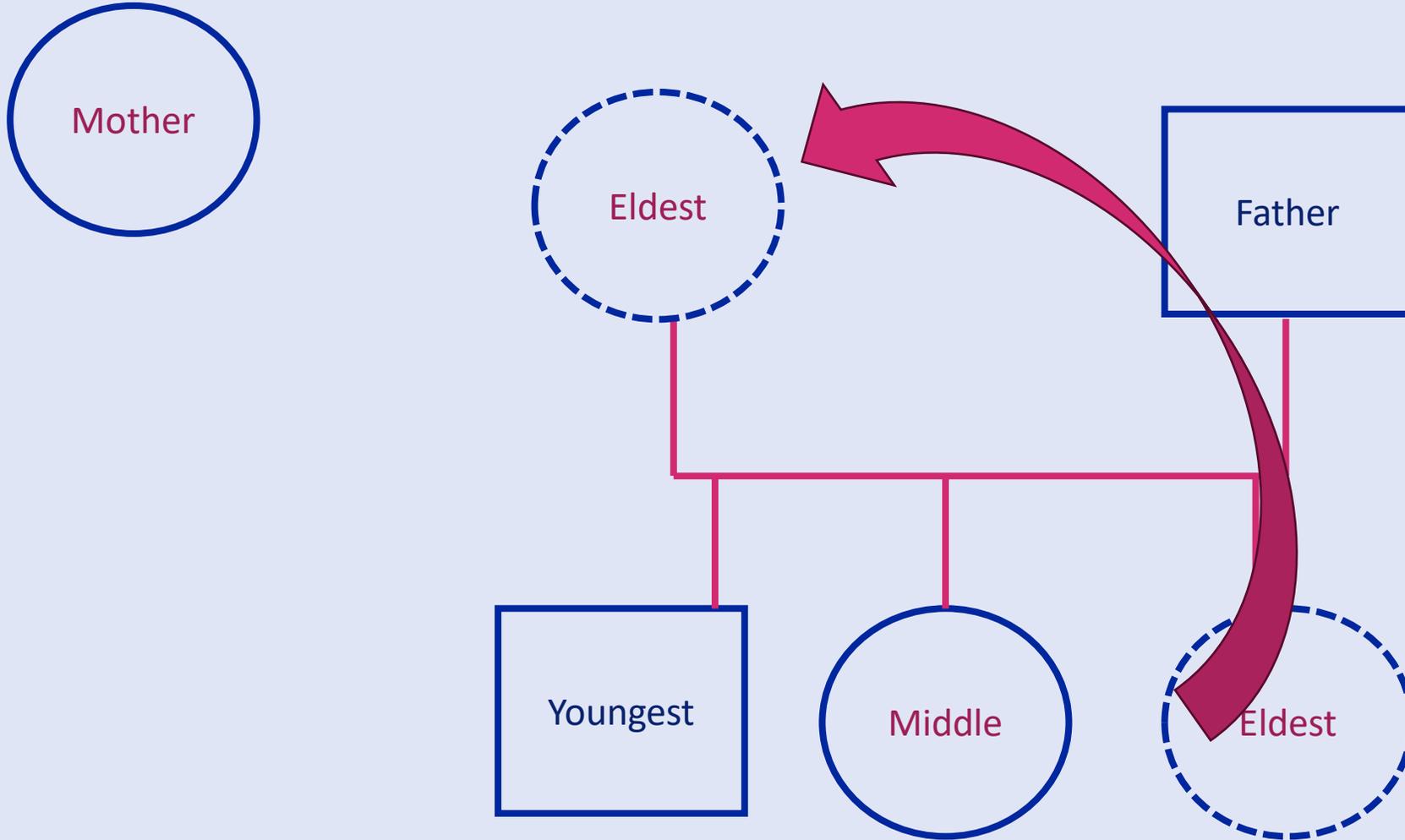
*The first team we belong to is our family*

*Undigested family patterns tend to show up  
in the business, seeking resolution*

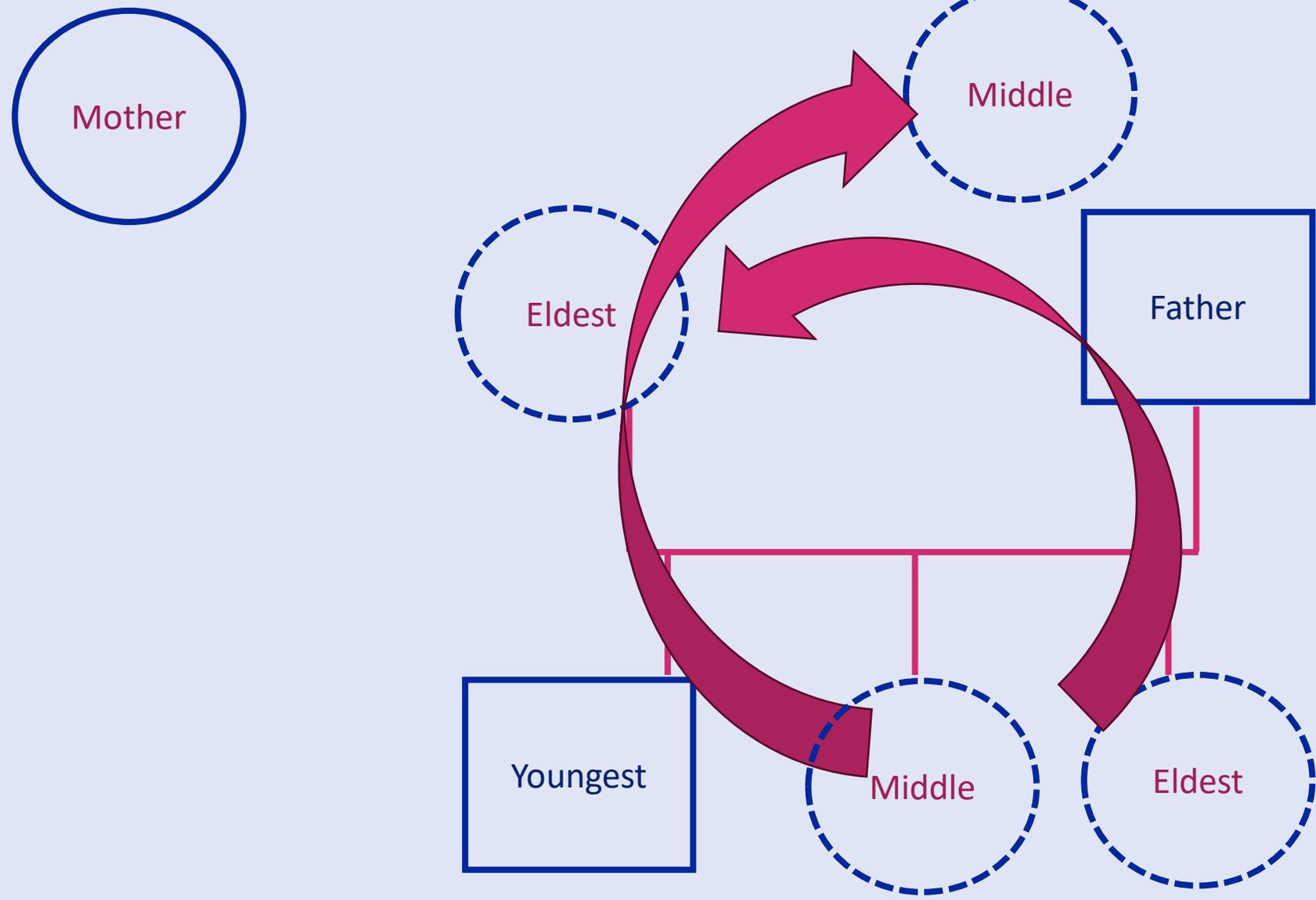
# How family dynamics form



# Pulled one level up - triangulation



# Pulled two levels up - parentification



# Our First Team

**How would you describe the attitude towards conflict when growing up in your family of origin?**

# Founders and Family Business CEOs – patterns

Everything is great here ....even though I am struggling to hold it all together

My identity is the business .....so whenever you criticise the business you criticise me

What I couldn't fix in my family .....I am setting out to fix here in the business

# In a Healthy Family Business

*The whole is **greater than**  
the sum of its parts*

Aristotle 384-322 BC



Belonging



# Belonging in a Family



# Unspoken Belonging Rules



# Exposing Unspoken Belonging Rules



# Belonging in Business



# Spoken and Unspoken Belonging Rules in Family Business

We are a family here

You can stay here indefinitely no matter what

We will support you

We will hang onto you even if you underperform

We will reward loyalty

You are either with us or against us

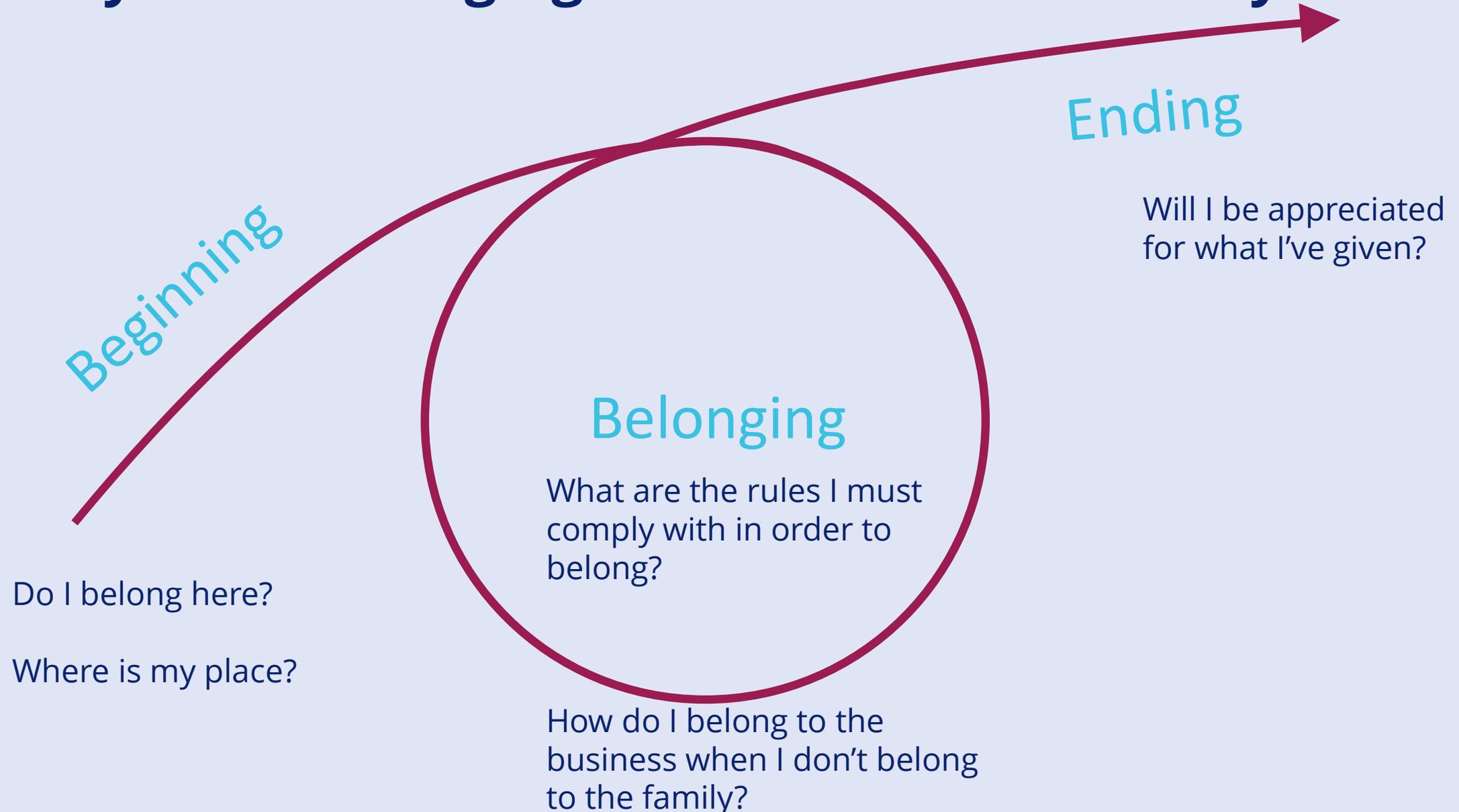
We value your contribution

Please give just as much as us even though we give way too much

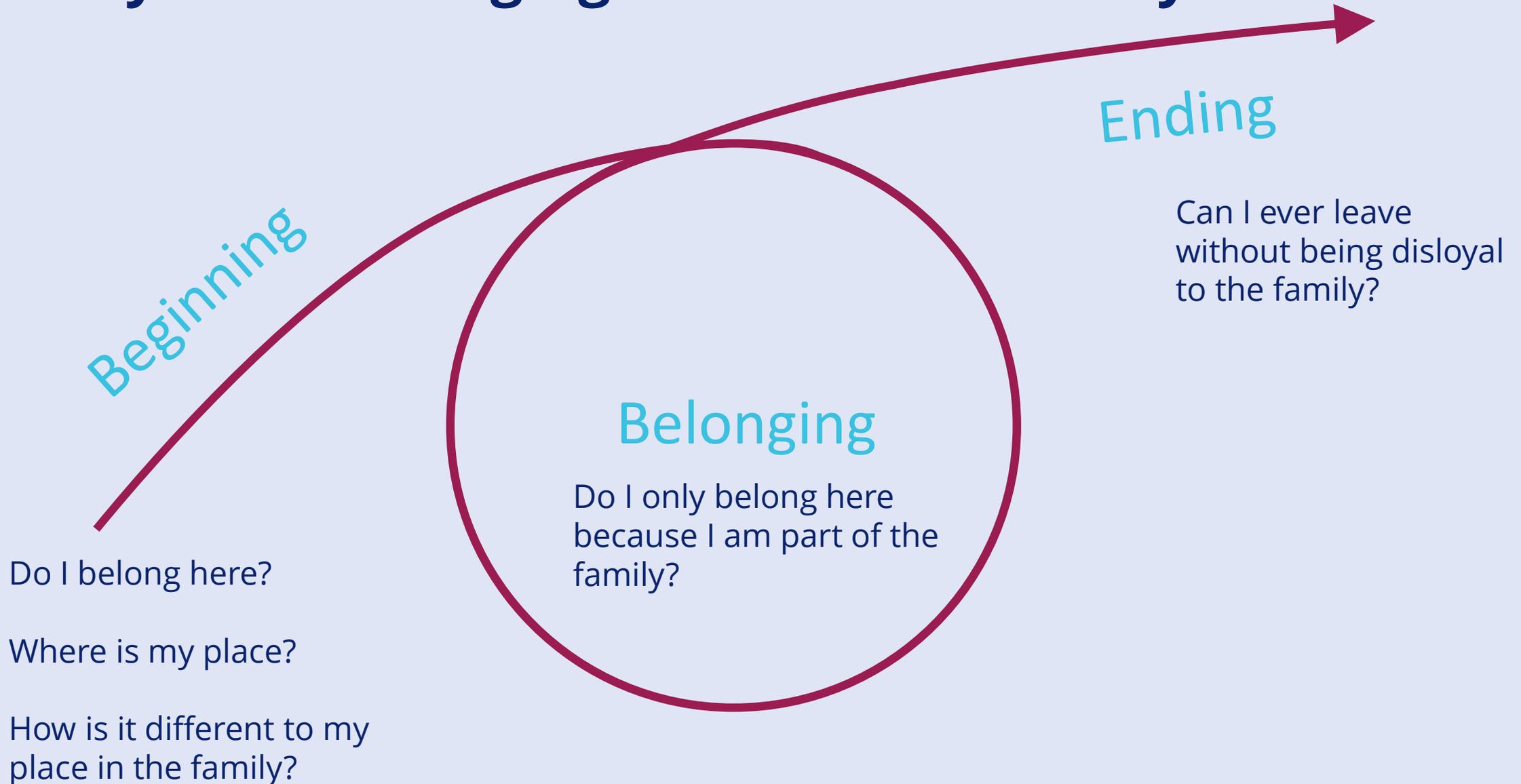
# Cycle of Belonging in Business



# The Cycle of Belonging in Business – non family staff



# The Cycle of Belonging in Business – family members



# Restoring Flow



# Conflict is not always personal



# Restoring Flow

Is it an incident or a pattern?

Where has it come from?

Is everyone equipped and able to fully occupy their role?

# Manage Beginnings, Belonging and Endings



# Reflection

What strengths do you  
take out of your family  
and into your business?

# Thank you



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