



The Archie Douglas Family

NAVIGATING CHANGES IN PERSPECTIVES, BELIEFS AND BEHAVIOURS

- Sam & Hugo Douglas
- Franco Lombardo, Veritage International



The Family

Three Generations based in QLD and VIC

Family Members

- Gen 1 – Archie & Mary Lou
- Gen 2 – Sam, Hugo & Jane
- Gen 3 – Mitchell, Scarlett, Abirami, Nina & Mira



The Family Business

Real Estate & Property Development

The Family has a long history in real estate and property development, including interests in:

- PRD Realty (sold to Colliers 2005)
- Halcyon Communities (sold to Stockland 2021)
- Redbank Communities (ongoing)



Future Fund & Foundation

Planning for the Family's Future

Diversifying Investments and Formalizing Philanthropy:

- The Family "Future Fund" aims to build a diversified capital base for greater Family Impact
- Douglas Family Foundation has a focus on solutions to social disadvantage in our community



Family Governance

Emotional Governance *before* Corporate Governance

Emotional Governance:

- Individual – Reviewing Beliefs & Behaviours
- Family – Establishing Guiding Principles & Standards
- Realizing our Vision, Mission & Purpose



Family Purpose

What we do, How we do it, and Why

The Douglas Family purpose:

- Vision (What) - Transformation
- Mission (How) – Transparency through Vulnerability
- Purpose (Why) – To Empower for Community Impact

Which Gigs Do You Play?



The Avoider

BELIEF: I don't trust myself to make the right decision

COST: Poor time management/overwhelmed

IMPACT: Mistrust others



The People Pleaser

BELIEF: I am not valuable

COST: Poor boundaries/maintain façade to be liked & accepted

IMPACT: Not trusted by others



The Rescuer

BELIEF: By rescuing others, they will love me

COST: Create dependent & co-dependent relationships

IMPACT: Others aren't given opportunity to grow, take responsibility or be accountable



The Manipulator

BELIEF: Others are more important than me

COST: Feel isolated, as if they don't belong

IMPACT: Others don't trust them



The Victim

BELIEF: The situation I'm in is always someone else's fault

COST: Isolation & lack of respect from others, never take responsibility for situation they created

IMPACT: Others will avoid them and not want to engage



The "Right Fighter"

BELIEF: I am right, I know better or what's best

COST: Alienation of others, push people away

IMPACT: Others don't want to engage, seen as argumentative