

**THE FAMILY
BUSINESS
PARTNERSHIP**



A Guide to...

Family Business Consulting

What is Family Business Consulting?



What It's Like to Work With Us

A Thoughtful Step Forward

Choosing to involve someone from outside the family in your conversations is no small decision. It often comes at a turning point, when something feels stuck, unclear, or when the next chapter is starting to take shape but hasn't yet come into focus.

This guide is here to give you a real sense of what it's like to work with us. Not just what we do, but how we show up alongside you.

We're not here to impose ready-made solutions or tell you what your family should do. Our role is to create the space, structure, and trust needed for you to explore what's right for you.

We help families ask better questions. Questions that open up clarity, unlock progress, and surface the things that really matter. Through that, decisions become easier, relationships strengthen, and momentum builds.

Every family is different. Our work reflects that, thoughtful, tailored, and always grounded in your values and ambitions.

What is Our Role?

Our Role: A Calm, Independent Guide

Families in business together are part of a complex living system, shaped not just by decisions and structures, but by relationships, history, values, and hopes for the future.

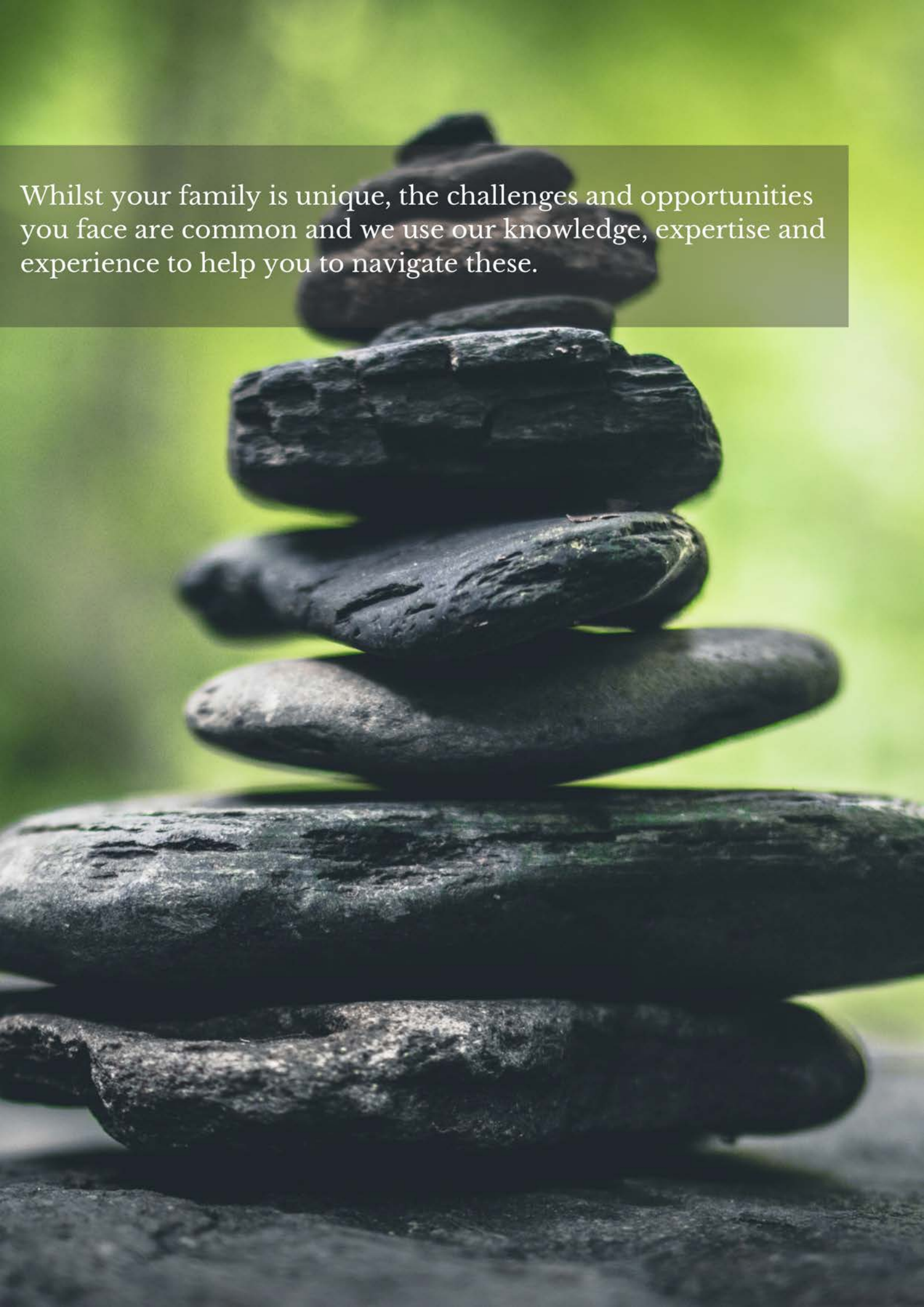
That's why we don't offer one-size-fits-all solutions.

Instead, we act as a **Process Consultant**: a calm, neutral presence to help you see the bigger picture and move through the complexity together.

That might mean:

- Bringing focus and energy to discussions around the future
- Ensuring everyone feels heard, especially when views differ
- Bringing structure to conversations that matter
- Supporting clarity around roles, decisions, and responsibilities
- Making it easier to talk about things that are often left unsaid
- Strengthening the way your family works together, not just once, but for the long term

We work with you to understand the system you're part of, so the progress you make is not just meaningful, but sustainable.

A vertical stack of five dark, smooth, rounded stones is the central focus of the image. The stones are dark grey or black with some lighter, textured areas, suggesting they might be river stones or volcanic rocks. They are stacked in a slightly irregular but balanced manner. The background is a soft, out-of-focus light green, creating a serene and natural atmosphere. A semi-transparent dark grey rectangular box is positioned in the upper left quadrant, containing white text.

Whilst your family is unique, the challenges and opportunities you face are common and we use our knowledge, expertise and experience to help you to navigate these.

Why Families Work with Us

Why Families Work With Us

Families come to us for many reasons.

Sometimes things feel stuck, are unclear on future direction or are having discussions that become emotionally charged.

Sometimes the family is doing well but wants to prepare for what's next.

Whatever the situation, the starting point is usually familiar:

- Conversations that go round in circles
- Questions about roles, future plans, or leadership
- Important decisions on the horizon, but no clear way forward
- A sense that it's time to create better ways of working together

We create a safe space for these conversations to happen, with care, curiosity, and a commitment to what's best for the whole system.

We use our knowledge and experience to help you shape the solutions that will work for you. We are passionate about growing your knowledge in new areas that will support your flourishing for generations to come.

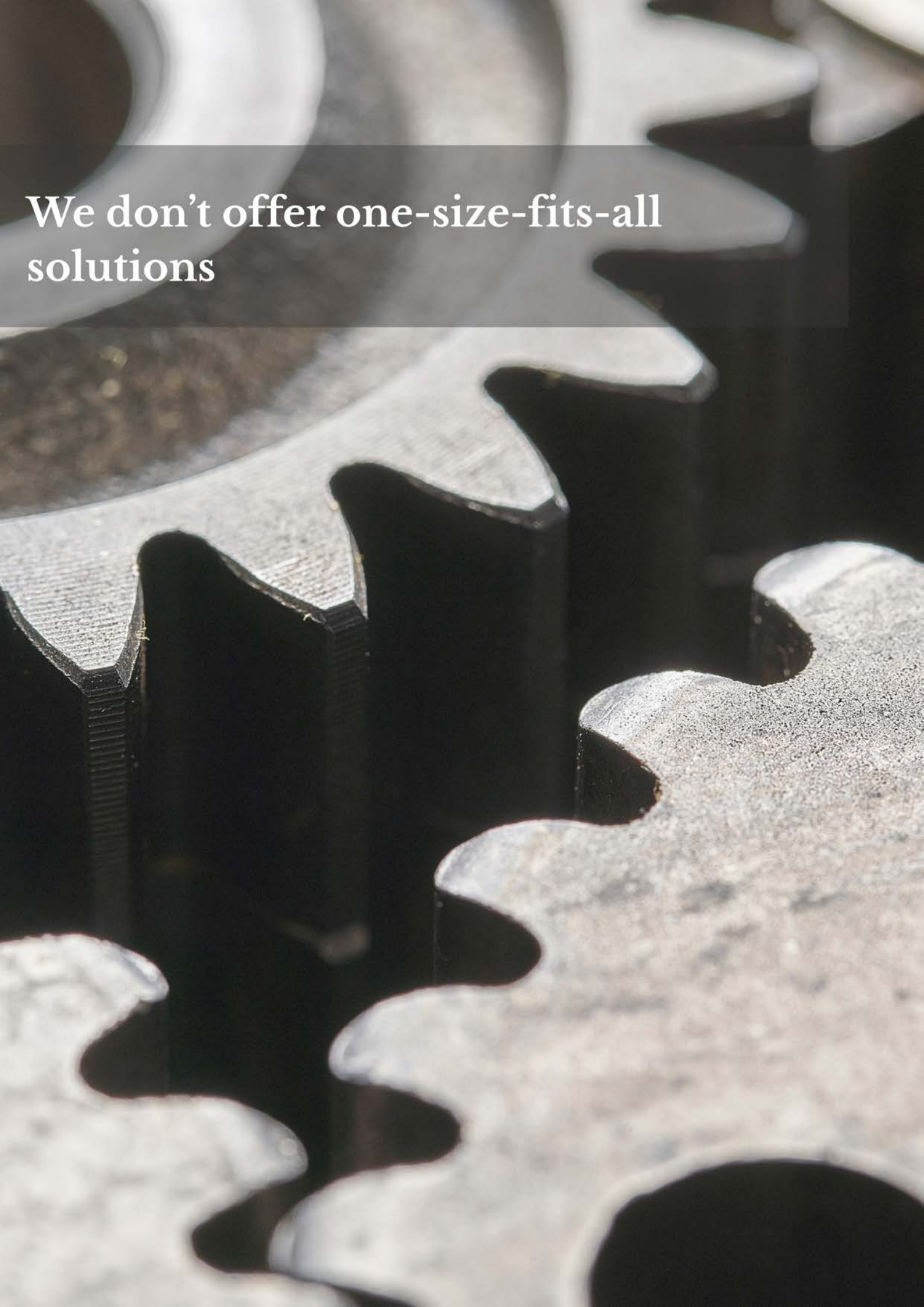
The Ten Principles: A Framework for Flourishing

When we work with families, we don't just solve the issue that's right in front of us. We help build the foundation for long-term success, whatever that looks like for you.

We use our proprietary framework, The Ten Principles of Flourishing to help organise and structure our process.

These aren't boxes to tick, but areas of focus that, when cultivated well, help families become better equipped to navigate change over time. They are:

- **Empowered Ownership** – Clear purpose and responsibility at the ownership level
- **Positive Board Governance** – Structure, oversight, and direction
- **Energetic Management Teams** – Motivated leaders aligned with family values
- **Visionary Strategic Planning** – A shared direction for the future
- **Effective Decision-Making** – Inclusive and confident choices
- **Human Flourishing** – Personal growth and wellbeing for each individual
- **Harmonious Family Relations** – Strong relationships built on respect and trust
- **Nurturing the Rising Generation** – Supporting future leaders to find their path
- **Proactive Transition Planning** – Handling change with care and intention
- **Constructive Conflict Resolution** – Creating safety in disagreement

A close-up, macro photograph of several interlocking metal gears. The gears are made of a dark, textured metal, possibly steel, and are set against a dark, out-of-focus background. The lighting highlights the sharp edges and the intricate teeth of the gears, creating a sense of mechanical precision and complexity. The gears are arranged in a way that shows their interlocking nature, with some teeth in sharp focus while others are blurred in the foreground and background.

We don't offer one-size-fits-all
solutions

How We Work: Our Three Phase Approach

Phase 1: Discovery and Planning

We spend time listening to every voice, mapping the key themes, and creating a shared understanding of what's going on. This includes:

- One-to-one conversations
- A written summary of themes, risks, and opportunities
- A family session to begin the shared journey

Timeframe: 4–8 weeks

Phase 2: Implementation

Together, we work through the agreed areas of focus. This is where the real change happens—through group sessions, individual support, and structured planning:

- Regular facilitated sessions
- Access to our secure Family Platform
- Individual coaching and reflection
- Practical support, grounded in your goals

Timeframe: Typically, 9–12 months

How We Work: Our Three Phase Approach

Phase 3: Bhavana (Cultivation)

For families who want ongoing support and development, we offer continued access to our tools, events, and learning spaces:

- Topic-specific learning groups
- Book clubs and seasonal gatherings
- Ongoing support from our team

Additional Services

One-to-One Executive Coaching

Sometimes, individuals need space to reflect on their own. We offer monthly coaching sessions for family members who are navigating complexity or preparing for a future role:

- A safe, confidential space to explore your role and goals
- Personal growth and clarity in the context of the wider system
- Tailored to your unique situation

We help build the foundation for long-term success, whatever that looks like for you.



Who are We?



Russ Haworth – Founder of The Family Business Partnership, Russ has spent over 15 years working with family-owned businesses. Originally a Chartered Financial Planner, Russ is known for his calm presence, deep listening, and ability to navigate complexity with clarity. He is also the host of the globally acclaimed **Family Business Podcast**.



Martin Stepek – Martin brings a wealth of lived experience, having spent 20 years as a member of his own family's business. His work combines coaching and mentoring with a deeply mindful approach to leadership. He is one of Scotland's leading teachers of mindfulness and a trusted mentor to family business leaders. He is also the Founder of The Scottish Family Business Association.



Alec Broadhurst – Having been a member of his own family's business, Alec brings insight, patience and structure to emotionally challenging conversations. He is particularly skilled at designing and supporting the implementation of governance structures.

What This Work Delivers

Most families don't come to us asking for frameworks or facilitation. They come because something feels stuck, or uncertain, and they want a better way forward.

They're looking for:

- Clarity on what the future could and should look like
- A way to talk about difficult things without making them worse
- Confidence that decisions are being made for the right reasons
- Reassurance that the next generation is prepared and included
- A stronger foundation for long-term success—both in the business and in the family

They often begin by telling us how complex it all feels. And yet, as the work unfolds, they start to say things like:

- "We had conversations we never thought possible"
- "We found clarity where there had only been noise"
- "We felt heard and respected, even when we disagreed"
- "We're making decisions with more confidence and less urgency"

What they're really seeking isn't a perfect plan—it's peace of mind. A sense that the family and the business are aligned, that challenges can be handled well, and that the future is something they're shaping together rather than reacting to.

That's what this work is all about: helping families make better decisions, build stronger relationships, and create a legacy they can be proud of.

Common Questions

“Do you work with families like ours?”

Yes. We work with founder-led businesses, sibling partnerships, multigenerational ownership groups, and everything in between.

“Does everyone in the family need to be involved?”

Not necessarily. We'll help identify who needs to be part of the process to move things forward meaningfully and efficiently.

“What if we don't agree?”

You don't need to. Our role is to help you navigate disagreement safely and productively.

“Will this be difficult?”

At times, yes. But we'll guide you through it with care. The goal is never to force a conversation before it's ready.

“How do we know this is the right fit?”

We always begin with a no-pressure conversation. If it turns out we're not the right fit, we'll help you find someone who is.

“What kind of outcomes can we expect?”

That depends on where you're starting from, but most families come away with greater clarity, stronger relationships, and a more confident approach to decision-making.

“How long does the process take?”

There's no one-size-fits-all answer. Some families need a few focused sessions, others choose to work together over several months. We'll shape the process around what's most useful for you.

Do you have Testimonials?

We don't ask for testimonials. The work we do is often deeply personal, and the impact of it belongs to the families themselves.

That said, we are occasionally sent kind words and reflections, moments when clients have taken the time to express what the process has meant to them.

A collection of these messages is shared here. Names and identifying details have been changed to respect and protect confidentiality.

"A belated note of thanks for all your help with the transition of the business in 2023 and 2024.

I have no doubt, that, without your support and guidance we would not be where we are today and for that I am very grateful.

I know Julie was also appreciative of your words and guidance keeping her up to date with the changes. The transition has been positive so far, and I am optimistic for the year ahead."

We supported this 1st to 2nd generation business as they approached a transition for the first time. We supported them in creating the environment that allowed them to have the conversations needed to create a transition plan that worked for everyone and the business. We then supported them in implementing that plan.

Kind Words cont..

“Thanks for your help as always - very positive, very patient, very powerful.”

This was a family who were struggling to communicate following a transfer of ownership from 2nd to 3rd generation. We helped them to introduce and cultivate the appropriate governance forums to support this new phase in their family business.

“Everyone was engaged and we had a good discussion and decision making in both. Sure, there are improvements to make but it’s a good start, and certainly something we wouldn’t have achieved without your guidance and support, so thank you.”

We supported a family who had introduced their rising generation to the business during COVID but hadn’t sufficiently planned for what this might look like. Our process allowed them to create boundaries around roles and communicate more effectively.

“Thank you very much for again doing a great job for our family. I read yesterday as another success.

As one member of the family said “we, as a collective, are all in a significantly better place thanks to your contribution over recent months.”

We supported this business in helping them to articulate their vision, mission and values and create the governance forums needed to support the growth in both the family and the businesses it owned.



Next Steps

We know that inviting someone from outside the family into these conversations is a big step. It's something we treat with care, respect, and a strong sense of responsibility.

For our work together to be effective, it needs to be built on trust. And that starts with a conversation. Ideally, we'd meet face to face, but if that's not possible right now, we're happy to connect via video to get things moving.

Whether you're simply looking for some initial guidance or exploring a longer-term collaboration, we're always happy to talk.

No pressure, no obligation, just a chance to see if we're the right fit.

Let's begin the conversation



russ@familybusinesspartnership.com



+44 (0) 7939 244160



www.familybusinesspartnership.com



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