



## ***Fingernails on chalkboards...are sometimes necessary...***

You know what I mean...Grating, irritating, annoying...For a moment let's leave out the people we let get to us like this and talk about tasks that get to us like this.

I'll share with you one of mine. As an idea guy, I hate having to put my ideas in boxes. I hate developing systems. I'm OK implementing systems. I just don't like coming up with the systems and the processes.

***Developing systems is absolutely mission critical if you want to give your enterprise a chance to outlive you.***

***If you don't have the right systems in place your enterprise will die when you do...if not before...***

Fortunately, I have some help. Martha does an incredible job "systematizing" my ideas! And we are spending significant time, energy and money with a consultant (Mike) who is helping us develop these systems.

***I hate it...But it is,  
without question, worth it!***

Maybe yours isn't systems development, but my guess is there is something that feels, sounds, or tastes like fingernails on chalkboard to you. What is it?

***DISCOVER it...sometimes you have to dig deep to find the source...***

***IDENTIFY what has to be done  
to deal with it...***

***RESOLVE to work toward  
a solution that is win-win-win...***

***COMMIT to move  
beyond words to actions...***

***STAY ENGAGED as you dare greatly  
to see it through to the end...***

There you have it. I've just outlined what we call

### ***The Family Business Facilitator***

It's our 5-step process to help Family Businesses pursue their unique

***Shared Compelling Vision  
for the Future.***

And so, in this time at Family Business Counsel, we are challenged to practice what we preach. I can already tell you, we will look back on this fingernails-on-chalkboard experience and we will be glad we did practice what we preach.