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UNIVERSITY OF MINNESOTA

Extension

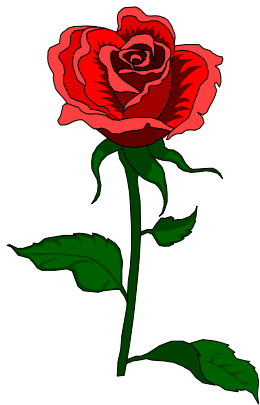
S E R V I C E

Is the Family Like a Trampoline, a Press or a Pulley?



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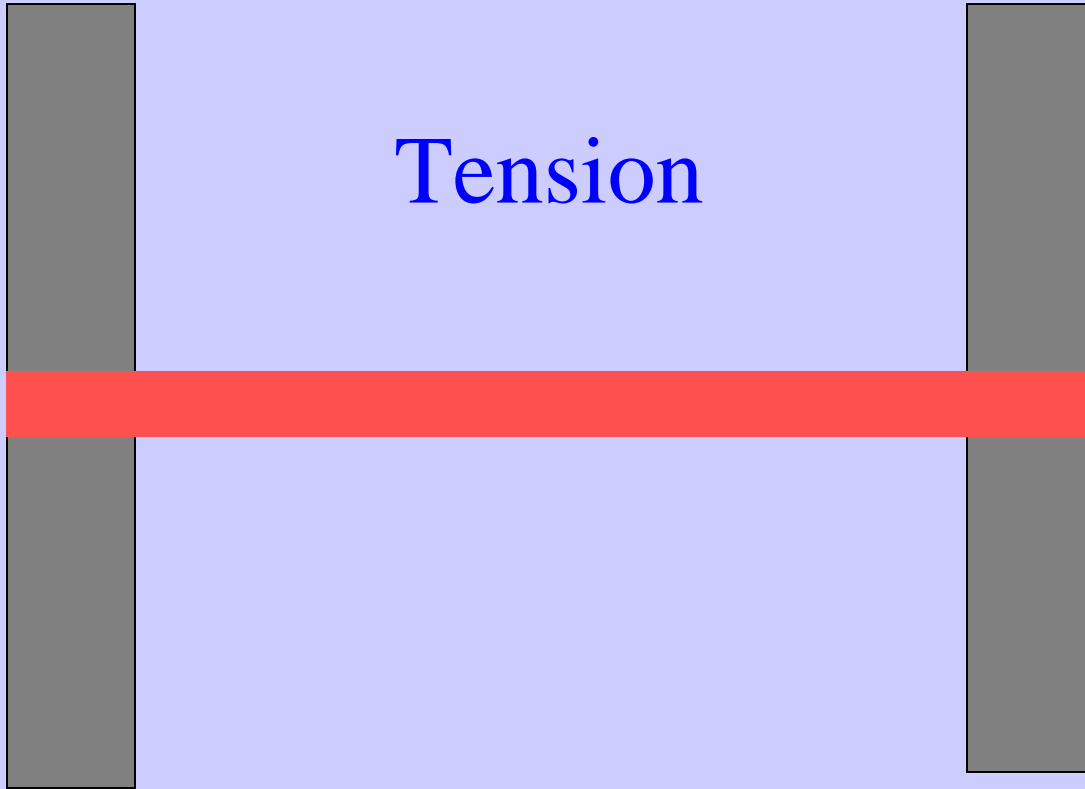


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S E R V I C E

*Current
Reality*

Vision

Tension





Creative and Distracting Tension



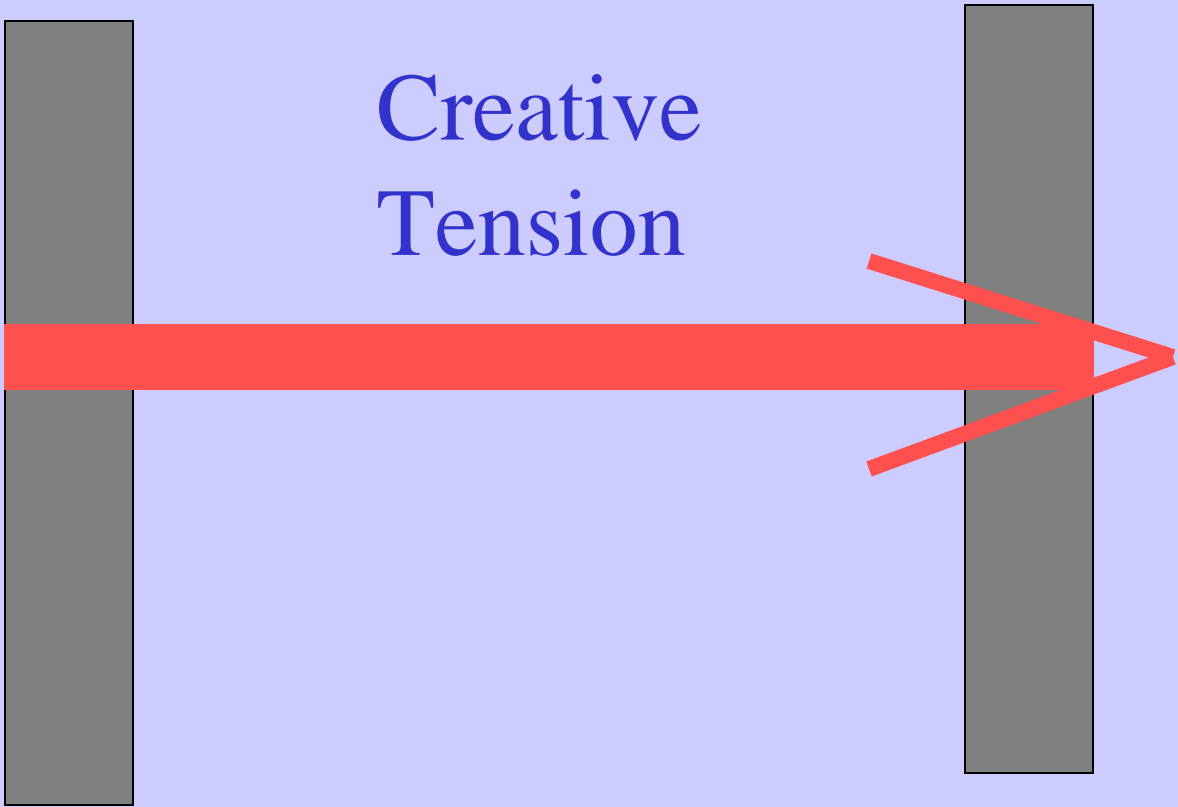
Two ways to resolve tension.

- Pull reality toward vision.
- Pull vision toward reality.

*Current
Reality*

Vision

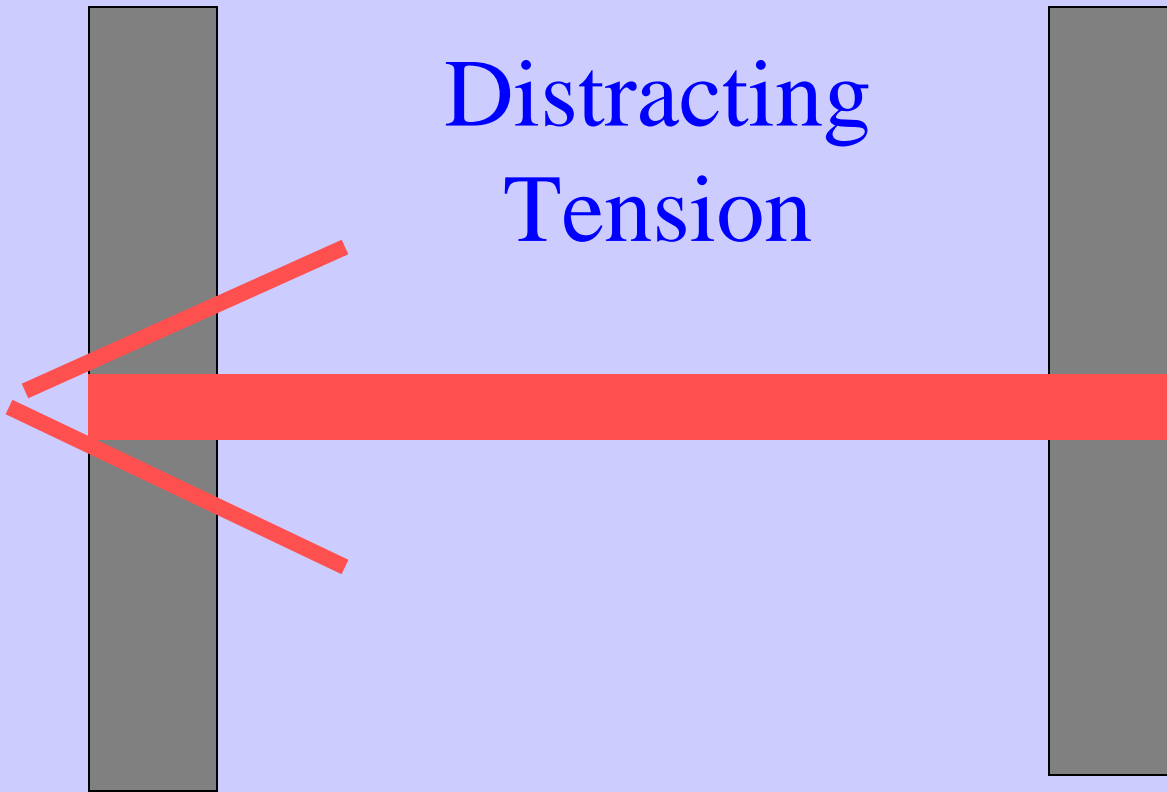
Creative
Tension



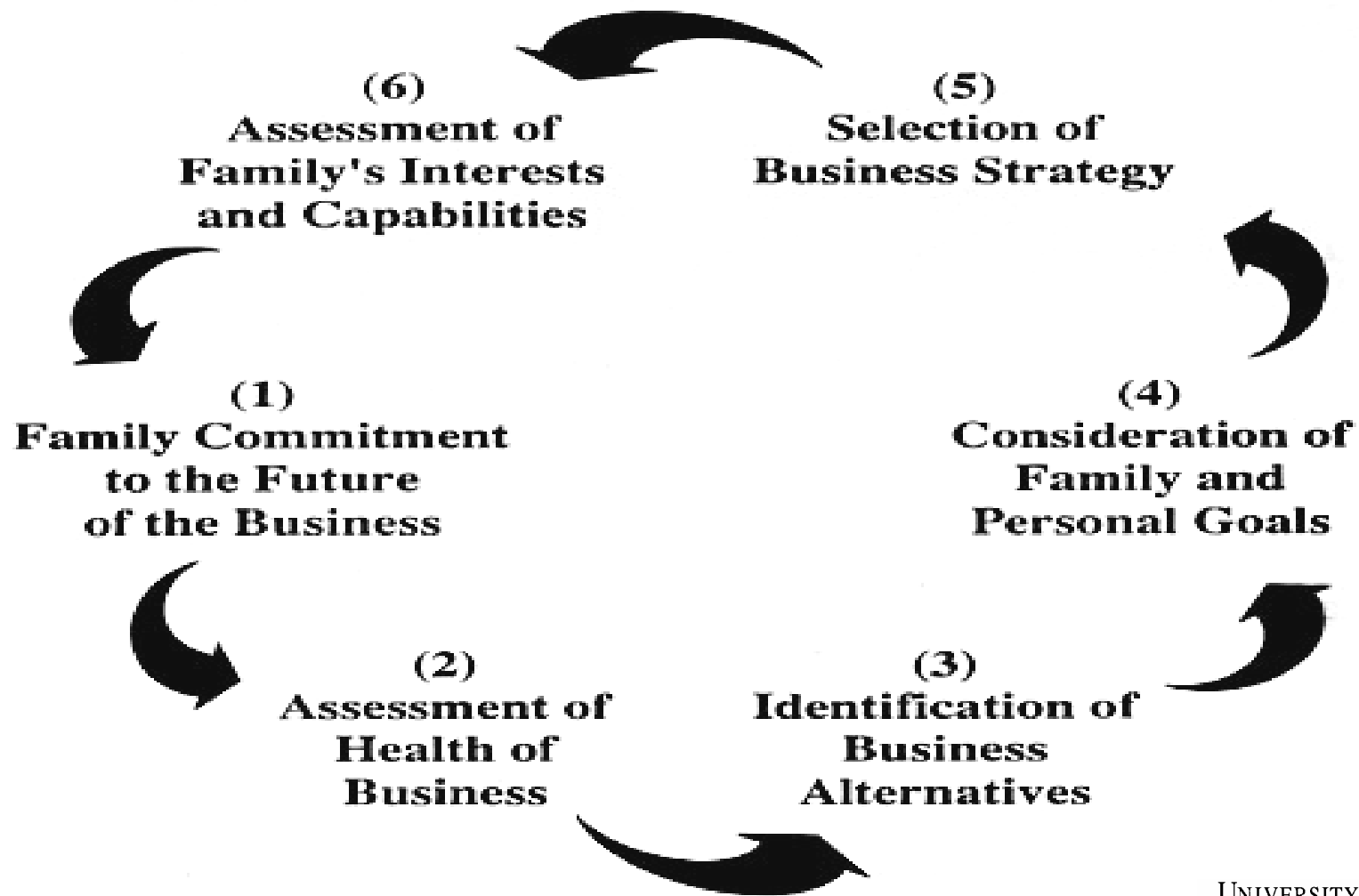
*Current
Reality*

Vision

Distracting
Tension



Interdependence of Family and Business Planning



Developed by Sharon M. Danes, Professor, Family Social Science Department,
University of Minnesota

Conflict Identification Tool

Provides picture of **accumulated** tension levels.



Investigating that picture is critical to the **long-term viability** of the business.

Household manager reports higher tension levels than **business manager**.

Highest tension levels

- **Unfair workloads**
- **Competition for resources**
- **Confusion over roles**



True for both BM and HM


Conflict Identification Tool

Mean total scores

Business managers (BM) = **9.9**

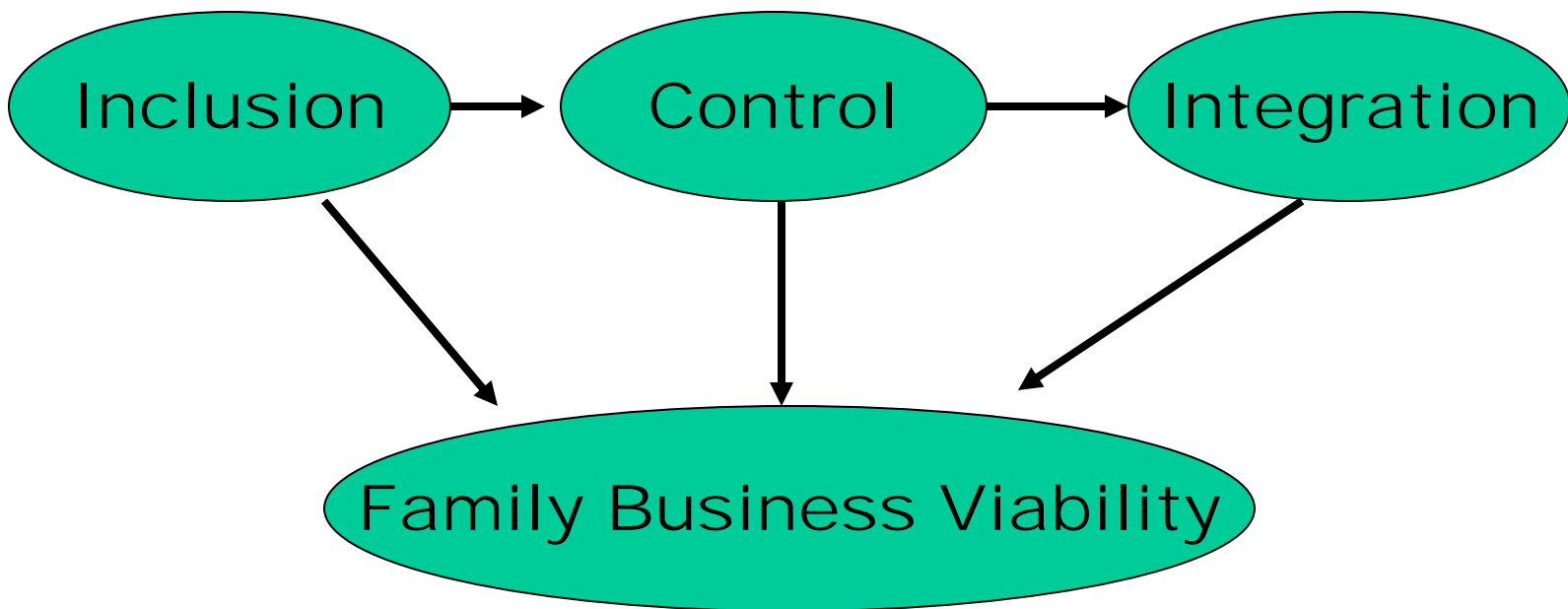
Household managers (HM) = **11.5**

Threshold Affecting Business?

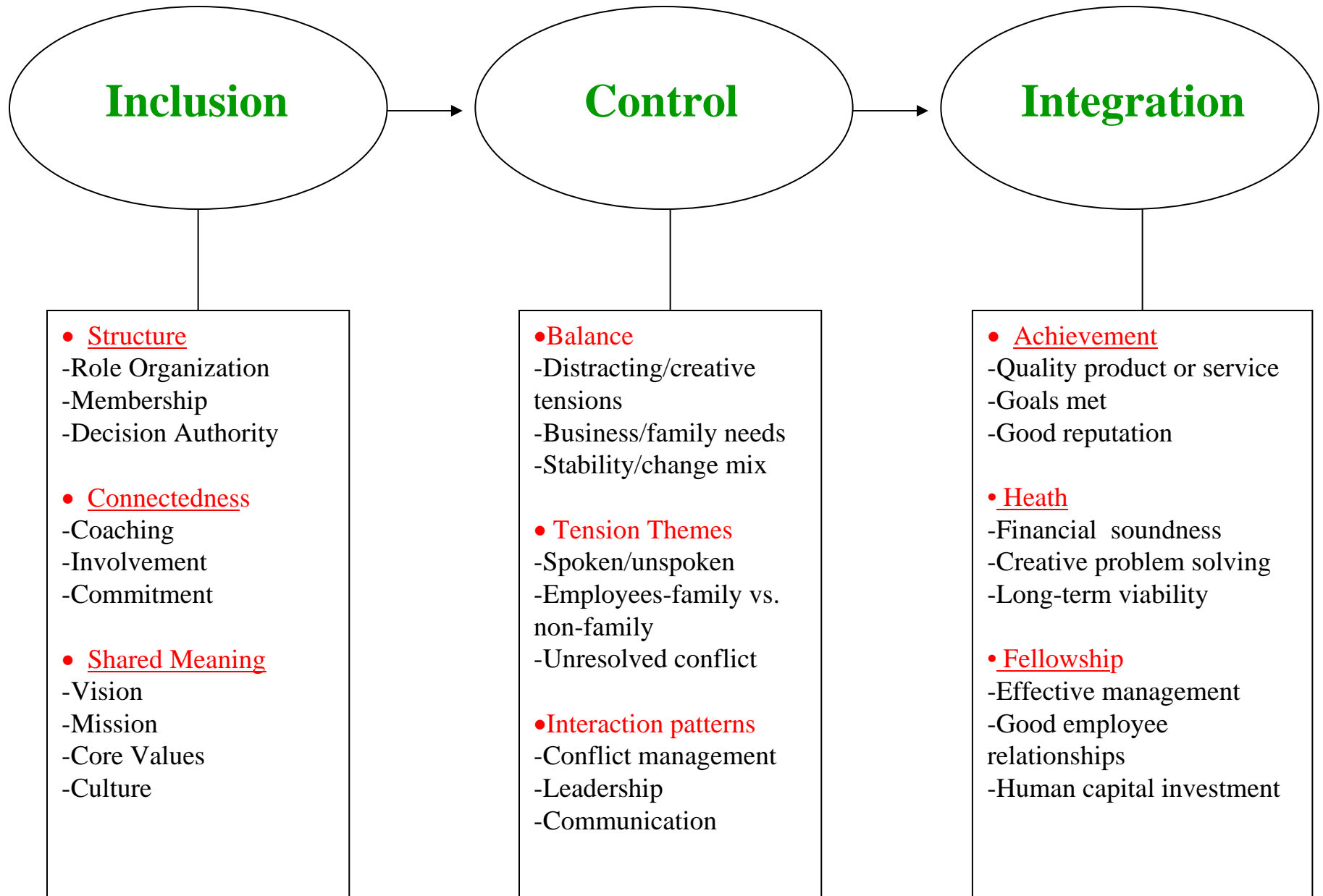
Total Tension Level		
	Wives	Husbands
6 none	29 %	39 %
7 – 9 some	21 %	23 %
10-13 moderate	23 %	24 %
14-18 high	17 %	10 %
19-30 very high	10 %	4 %

Family FIRO MODEL

Fundamental Interpersonal Relationship Orientation



Fundamental Relationship Orientation Model (FIRO)



Premises of the FIRO Model

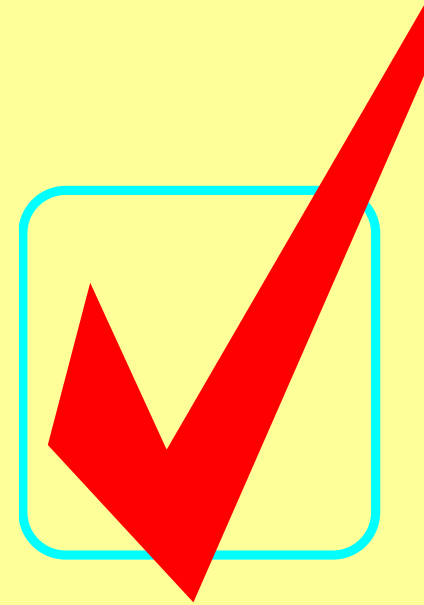
Model is **developmental** across dimensions.

Change requires
adjustments in Inclusion
and Control dimensions
for success in Integration
dimension.



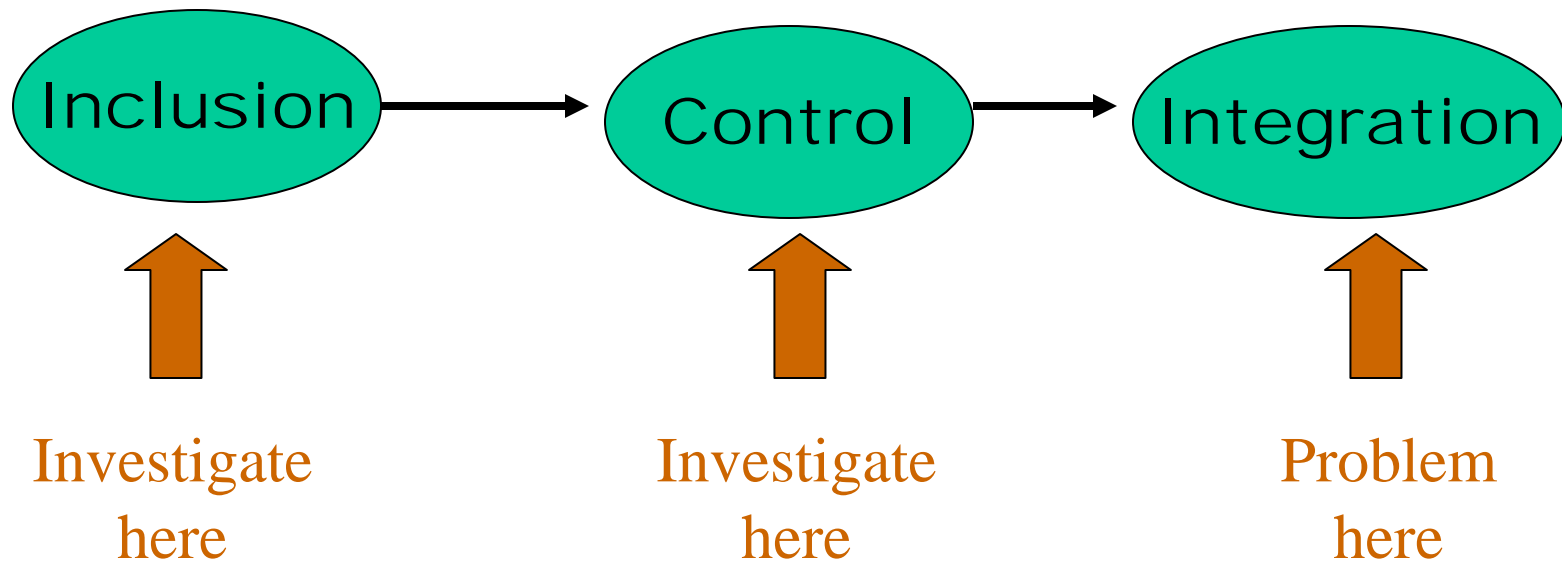
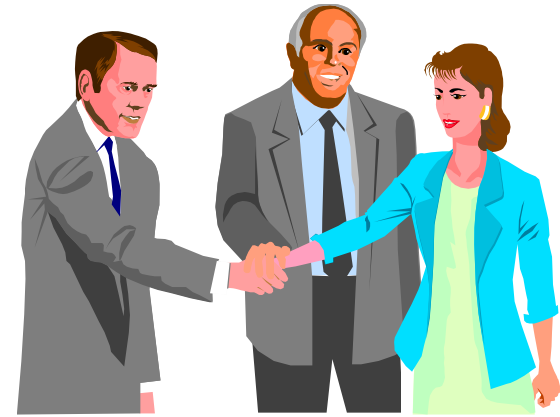
Use of FIRO Model

- **Problem Solving Tool**
- **Change Planning Tool**



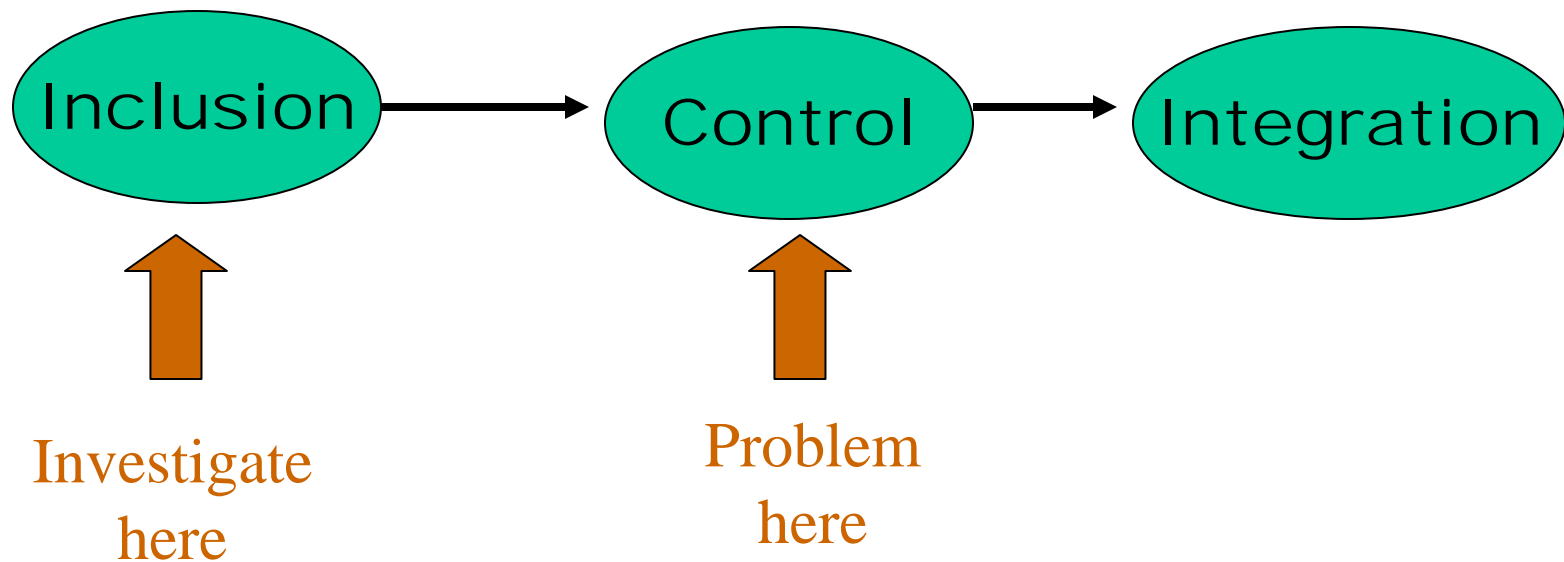
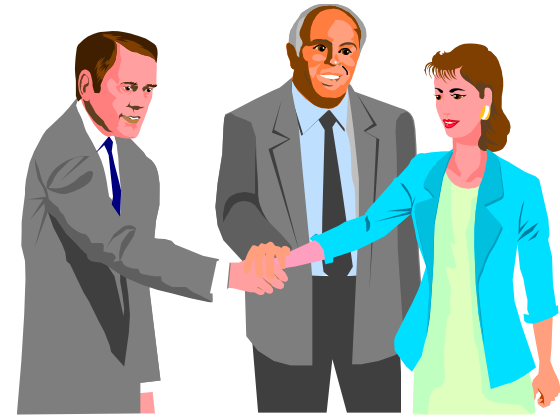
FIRO MODEL

Problem Solving Tool

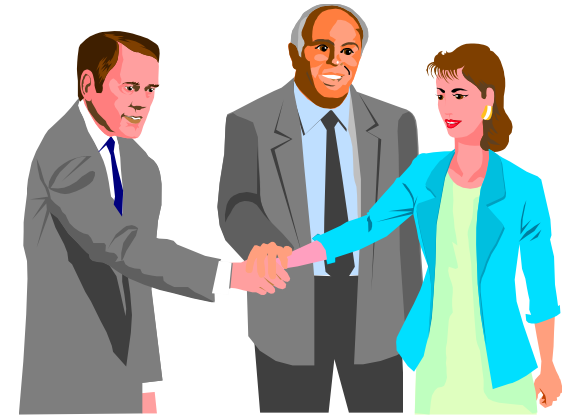


FIRO MODEL

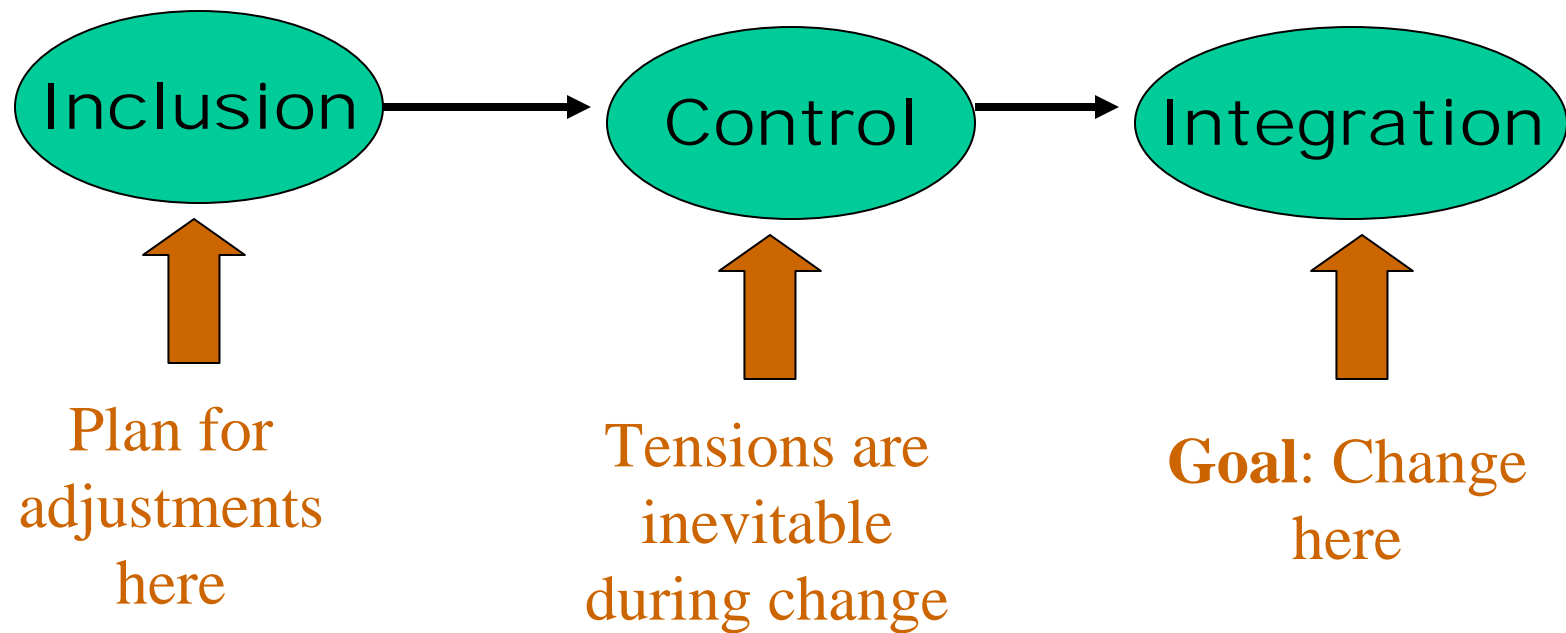
Problem Solving Tool



FIRO MODEL



Change Planning Tool



Managing Human Risk within Family Businesses Requires:

- (A) Recognizing the interconnectedness of the family and business systems
- (B) Addressing change in a proactive way
- (C) Investing in human and social capital

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Lack of Investment in Human and Social Capital creates risk through -

- (A) Lack of productivity
- (B) diversion of resources from targeted goals
- (C) confusion in the strategic planning process

Family FIRO MODEL

Fundamental Interpersonal Relationship Orientation

