

Bringing Kids Into the Business

RULES FOR SUCCESS

1. Parent does not manage child.
2. Child is not allowed to discuss any management issues or happenings about the business to other parent. Only positives of personal enjoyment. NEVER complaints about anything.
3. Child is not allowed to go to parent about management or issues in the business. Only for support in getting job done.
4. All performance objectives, accountability, reviews, feedback must be communicated to the parent prior to giving to the child.
5. Parent does not have authority over the decisions of the child.
6. Parent can make suggestions about development, training, and job requirements, but does not have the authority to implement. Supervisor has full authority to make decisions on these items.
7. Supervisor has the authority to discipline and terminate child after reviewing with another owner. Parent will always be informed prior to the delivery of any discipline.
8. Parent can help the child be successful in sales (joint calling, supporting with resources, etc.). However, parent must get permission (agreement) from the supervisor that this is needed and wanted.
9. Owners children will be given "opportunity" but not privilege.
10. Owners children are required to do more than other employees. This is for their own health and job satisfaction.

PROBLEMS THAT OCCUR IN PARENT / CHILD BUSINESS RELATIONSHIPS

1. Parent filter is too cloudy. They cannot be objective.
2. Child will listen or not listen to the parent based on history in the family. It is rare to never that the kid can be objective in hearing from the parent.
3. The spouse at home cannot be objective and feels defenseless when hearing of things going on in the business. The child wants to vent. The non-employee parent gets mad. The owner spouse cannot do anything about it. Everyone loses.
4. Child employees cannot be honest with the parent.
5. Child employees that are not performing will use the owners against each other.
6. Owners will use the children against other owners.
7. Owners feel they cannot be honest about child performance.
8. Children are looked at with a tougher eye than others.