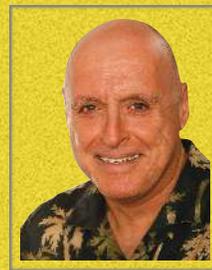


THE EXTRA POINT

BY JERRY ROBERTS



177 Family Business and Nepotism

The last two days we've discussed nepotism, mostly in how it plays out in the Government of Guam. I'm Jerry Roberts and today, we look at the private sector, more specifically family-owned companies, and how giving jobs to our relatives can impact operations. That's next, on The Extra Point.

If you own a family company...that is, a business that actually feeds your family, then one of your primary goals needs to be that the company stays in business for a long time.

To do that and to see that the enterprise grows, you'll need to be a good option for talented workers to hang their hat and see your company as a long-term employment option.

The issue of nepotism is a factor. Let's break it down. When people come into a family company, it's clear to them that no matter what they do or how hard they work, they are unlikely to ever be offered an ownership stake in the company. Then, what would be their motivation to stay.

Even though they may never be an owner, it doesn't mean they can't grow and have a solid career. They can, but some things have to be in place for that to happen.

Good pay and benefits is important, of course. A personal development plan is also a highly desired element. I want to be respected and recognized for my contribution to your success. I know that part of my job at some point may be to train one or more of the family members who will eventually take over the reigns of the organization. Okay, I'm good with that and I'll do my best to help them learn the ropes. When I do, I'd like to know that they will be held accountable for what they've learned and to use it. Current management needs to let all family members know that they need to

actually do the work, not just have me train them, and then they stand around while I do the work.

If I'm a loyal and respected worker, then honor my company standing by having standards that are clear — everybody is expected to do their best and to earn their pay. Don't burden me with the responsibility of having to tell you that one of your kids or siblings — and likely one of my future bosses — is fooling around and not doing their share. That's not fair to me.

You probably know if your child, nephew, niece, cousin, brother, sister, etc., is a good worker or not. You need to tell them what the ground rules are if they're going to work here. You set the expectations before they start. If they don't want to follow them, fine. Let them look for another job. Maybe being refused work at the family business will be a wakeup call for somebody who really needs one.

If you hire a great worker or grow one who just happens to be a family member, that person is an asset and nobody is ever going to question why they're on the payroll. You'll never even hear a whisper of the word nepotism.

However, if you have family members who feel they are entitled to a job, and even a high-paying job, and to whom performance is a joke, then other workers will be impacted, morale could be an issue, and it could get worse from there. Don't let that happen to you.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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