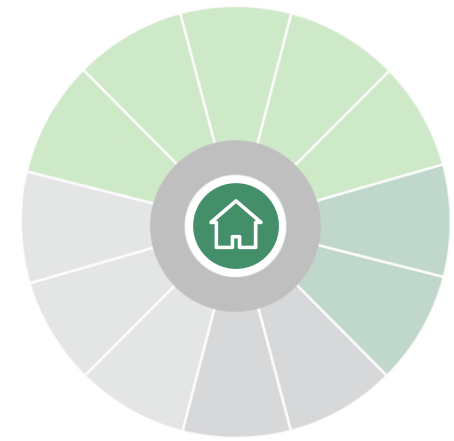


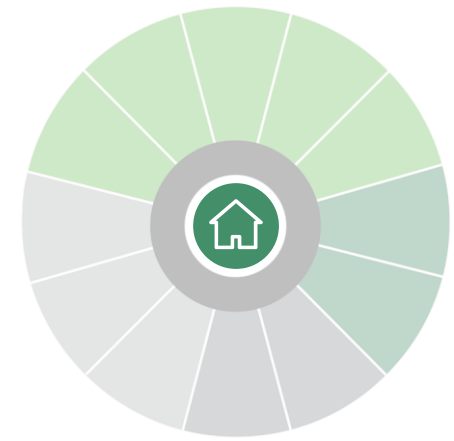
▶ **Family compass**

A document with family values and vision, translated into behavioural principles and rules (applied to three contexts: private, business and wealth). It also includes governance rules and agreements on the role of each family member, as well as on leadership, careers in the family business and business- and investment wealth.



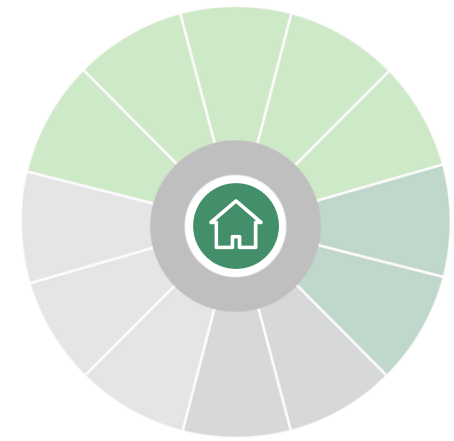
**▶ Family pact**

A global inheritance agreement (Belgian law) between parents and children, creating an equitable balance between the children regarding the family assets and considering the individual situation of each child.



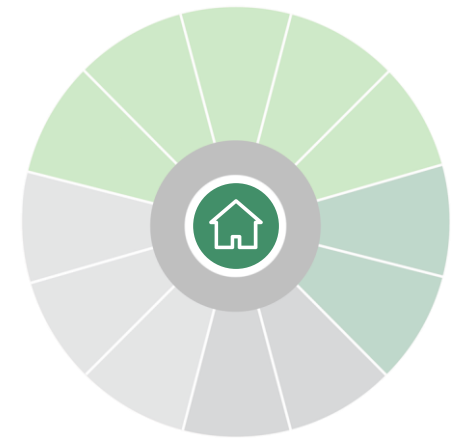
## ► Succession

A plan that stipulates the transfer of the family business to a next generation paying extra attention for the various roles in for instance the management or the board of directors.



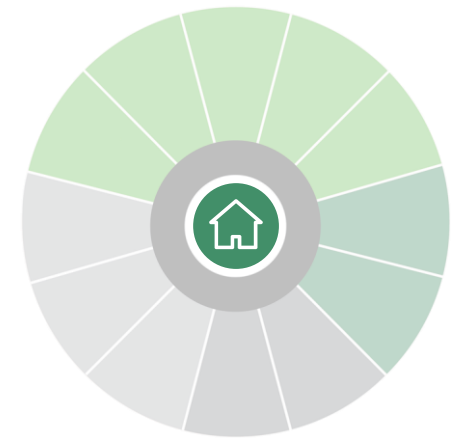
▶ **Family governance**

Refers to rules of 'good governance' in a family, such as how to make decisions about wealth and the business or participation in participatory bodies.



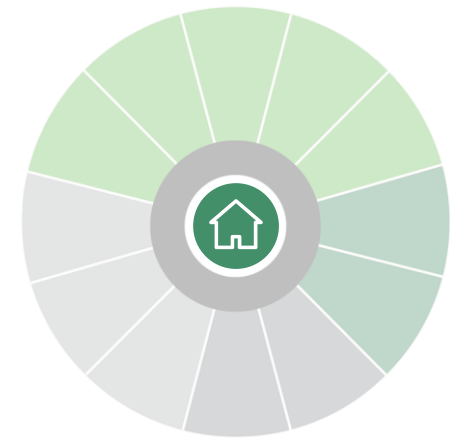
**▶ Family council**

Regular meetings of the family members (2 to 4 times a year) during which decisions related to the three contexts are made (family, business and wealth)



► **Mediation**

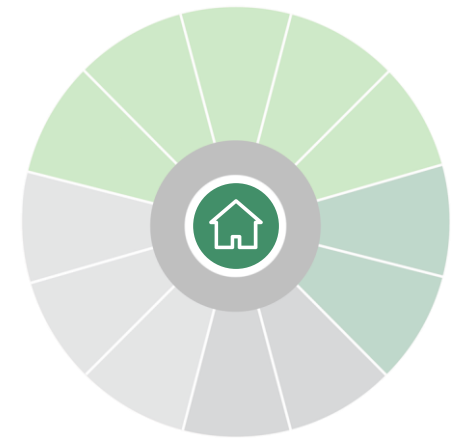
Facilitation of family members in case of conflict or dispute.



► **Coaching**

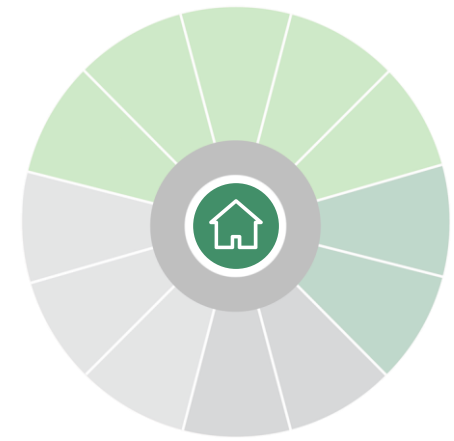
Individual guidance and support in setting personal goals, how to make decisions and dealing with difficult situations.





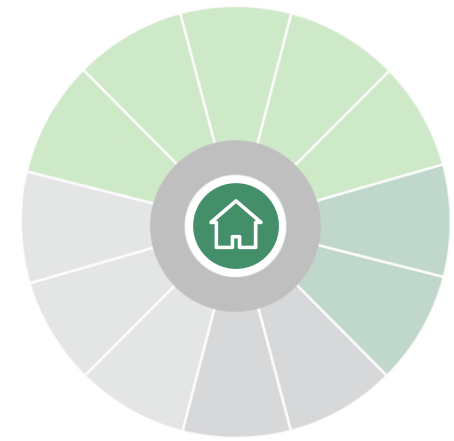
► **Facilitation of conversation**

Facilitation of conversations between family members in order to come to constructive conversations.



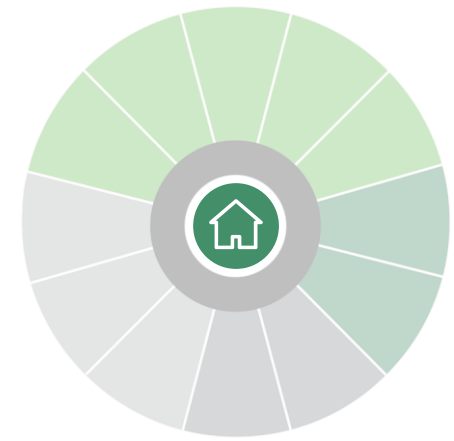
► **Discovery Lab**

An intensive one-day event tailored to the family needs, during which every family gets the opportunity to voice his/her opinion about the future of the family, business and wealth; this is followed by a collective dialogue and collective decision making in the family.



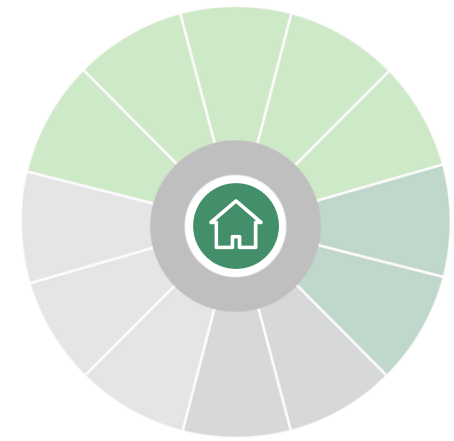
## ► Scan & Plan

A custom-made trajectory taking place over a couple of weeks. Every family member gets the chance to voice his/her opinion about the future of the family, business and wealth as well as the own position in it. These conversations serve as base for an intensive family dialogue. This trajectory is recommended when family members experience problems to match calendars, the level of tension in the family is high, or the family wants to take time to analyze the situation and formulate next steps.



## ▶ Academy & Workshops

(A combination of) workshops in order to strengthen the individual and group competencies. Possible themes of workshops: active listening, group dynamics, decision-making, the definition of legal concepts, entrepreneurship, and coming to shared norms, values, goals and roles.



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