



Passing the Torch Without Burning Bridges:

NAVIGATING EMOTIONS FOR FAMILY BUSINESS SUCCESSION

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FEELINGS?!

YOU'RE NOT ALONE

- *not comfortable being vulnerable*
- *don't want to be embarrassed*
- *don't like confrontation*
- *feel they may be taken advantage of*

BUT MAY LEAD TO:

- *suppressing negative emotions*
- *not asking for what is wanted, even if felt it is deserved*
- *desire to be approved of and liked*

Jerabek, I., Muoio, D., (2021). Emotional Lockdown: New Study Looks Why People Hate Sharing Their Feelings. ResearchGate.

LET'S NAVIGATE

the uncomfortable

TOGETHER.

WE WILL DO THIS BY:

Learning

Family Emotional Unit

Self-Reflecting

Understanding the “self”

Communicating

mindfully & effectively





Family Systems Theory

DR. MURRAY BOWEN

FAMILY COMMUNICATION

open
OR
closed?

OPEN

Can share freely

Is safe and comfortable

Encourages inclusion

Doesn't avoid hard topics

CLOSED

Avoids big topics/feelings

Only some may be heard

Fosters caution

Pain and discomfort

TRIANGLES



- *Triad Relationships*
- *Stabilize discomfort*
- *“Insiders” & “Outsider”*

EMOTIONAL CUT-OFF



- *Coping mechanism*
- *Avoidance*

DIFFERENTIATION OF SELF



- *Maturity within and beyond the family unit*
- *Independent thinking*
- *Self-reliance*

MULTIGENERATIONAL TRANSMISSION PROCESS



- *Tension/communication*
- *Passed down generationally*



CRITICAL SELF-REFLECTION

*What makes up
your “whole” self?*

*How are your feelings and
communication style
influenced by them?*

SYMBOLS OF THE “SELF”

Life Goals

Likes/Dislikes

Generation

Relationships

Big Life Events/Experiences

Spiritual Beliefs

Culture & Race

Societal & Familial

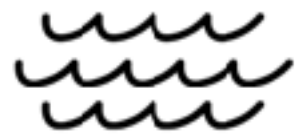
Education

Expectations

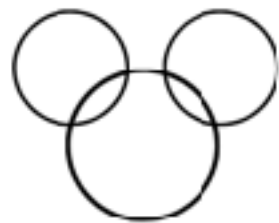
Physical Health

Biases

MY SYMBOL “SELF”



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HOW DO THESE INFLUENCE:

your feelings around family “issues”?


your family’s communication style?

What would be valuable to share?



Awareness of:

- SELF
- OTHERS
- BROADER CONTEXTS



BRANTMEIER & BRANTMEIER

“SEEK TO UNDERSTAND”

-Stephen Covey



- *Ask questions*
- *Listen with empathy*



“EMPTY YOUR BOAT”

NOW WHAT?

DON'T LOSE *momentum*





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Thank you!

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