



Hostility at Third-Generation Family Business

By Nancy Capistran, PCC, CPC

A family business client hired me to help them unravel what would be their next step. The business was prospering under the leadership of the third generation; however, there was significant hostility between the family members that was centered on whether they should retain or sell the business. With most family businesses, there is an expectation, implied or otherwise, that each succeeding generation would work in the business. As this business had been passed down, the passion that the prior generations had felt had become diluted by the time it had reached the third generation.

Our work together hammered away at identifying what each family member candidly wanted. For the first time in a long time, they felt the freedom that comes with remaining curious. This opportunity was a refreshing first for them. They became excited for what their future could bear. After much deliberation and internal turmoil, the current patriarch made the burdensome decision to sell the business. The family successfully sold the company and each family member then transitioned to a happier phase in life. Though they missed the stability and comfort of the family business, the sale allowed them to spread their wings. The family stressors of the past have now subsided. With my support, they put forth the extra effort towards mending the familial bond to create relationships that are stronger than ever. There are some family businesses that can go beyond the third generation successfully, but this particular one had reached its peak. There are few relationships in our lives that are meant to exist in perpetuity, but not everyone has the honesty and the courage to know when things have reached their high-water mark. I applaud these clients for their inquisitiveness to venture into the unknown for a better quality of life.

Curiosity expands intellect, wonder, and intrigue. Increasing our satisfaction and meaning in life comes when we remain curious and center our time and energy on special interests or pursuits. A well-balanced, inquisitive learner generates enthusiasm, energy, and confidence, and often expands their range of interests. Nurturing an attitude of openness and genuine interest sparks healthier relationships. The greater the depth and breadth of our curiosity, the better the options we have to encounter things that excite and inspire us to expand to our next level of success.



About the Author: Nancy Capistran is a best-selling author, an award-winning, internationally certified executive coach, motivational speaker, and trusted advisor. She is Principal of [Capistran Leadership, LLC](#), and [Crisis Interception, LLC](#). Nancy's best-selling international leadership book: [Open Your Eyes and LEAD](#) shows readers how to become a positive force in the world and how to balance and manage omnipresent tensions while striving for leadership excellence. Capistran shares inspirational stories and advice from her 30+ year career to help both seasoned and emerging leaders develop intentionality while maintaining their core values and beliefs even when life's pressures dictate otherwise.