

President's Message

The Family Business is NOT for the Faint of Heart!

Working with family can be both rewarding and challenging.

On one hand, you get to spend time with people you care about and trust and share a common goal of building something together. On the other hand, family dynamics can sometimes spill over into the workplace, leading to conflicts or tensions that must be managed carefully. As many of you know, my wife Janna and I are a team, and both of our children have management roles in our business—so I am speaking from experience!



—Dennis Sewell
NARTS President

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Here are some key points to consider when working with family:

1. **Clear Communication:** Good communication is essential in any workplace, but it's especially important when working with family. Make sure everyone understands their roles and responsibilities, and encourage open and honest communication to address any issues that arise.
2. **Respect Boundaries:** It's important to establish boundaries between work and family life. We try very hard to not talk business at family gatherings!
3. **Set Expectations:** Define clear expectations for performance and behavior in the workplace. This includes standards for professionalism, work ethic, and accountability, regardless of familial relationships.
4. **Maintain Roles.** In a family business, it is important that everyone understands their role in the organization and stays on their own tasks.
5. **Resolve Conflicts Constructively:** Conflicts happen in any workplace, but it's really important to address them constructively when working with family. Focus on finding solutions rather than placing blame, and be willing to compromise and forgive. You are a family first and foremost!
6. **Celebrate Successes Together:** Working with family can be incredibly rewarding, especially when you achieve success together. Take time to celebrate milestones and accomplishments as a family team.
7. **Maintain Work-Life Balance:** It's easy for work to consume family time when working together, so prioritize work-life balance. Set aside time for family activities and relaxation to avoid burnout and maintain healthy relationships.

Working with family can be a fulfilling experience that strengthens bonds and creates lasting memories. Establishing clear communication, setting boundaries, and approaching conflicts with empathy and respect can help build a successful and harmonious family business.

I am a very lucky man to be able to work closely with my wife, son and daughter! ♻️