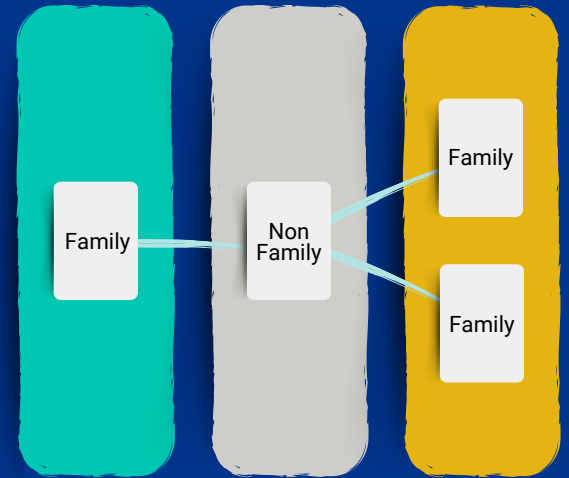


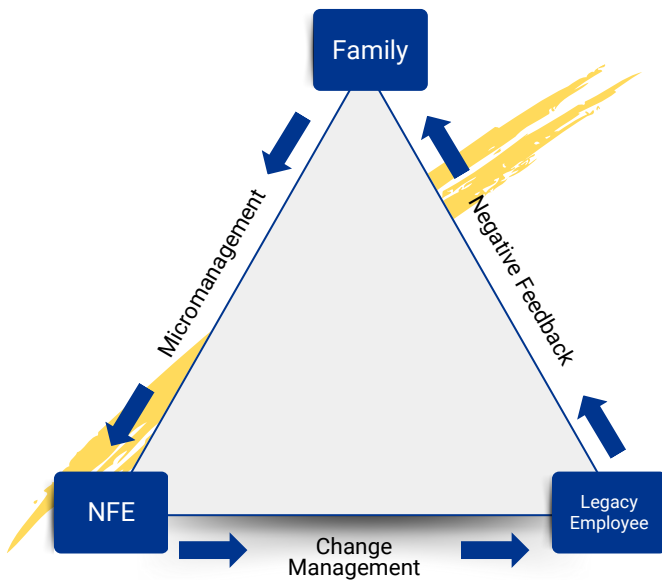
THE NON-FAMILY EXECUTIVE SANDWICH

The NFE Sandwich exists anytime a non-family is “sandwiched” between family members in the reporting structure of an organization. Understanding how to avoid the risks of an NFE Sandwich help the family and non-family executive work as an effective team.



CONFLICT TRIANGLES

A conflict triangle can trigger when the decision behavior of a newly hired executive upsets the culture or legacy employees in a family owned or founder led organization.



To mitigate the risks of conflict triangles, we recommend a trio of preventative measures.

