

The Jacobs' Family Values Essay Example Essay

Introduction

The Jacobs have a set of values imparted on every member of the family and are practiced in every activity involving them. These values include fairness, commitment, equity as well as particular work ethics that apply to every party to the family's business activities. The latter has specifically helped the business' relationship with its in-laws as well as other relatives in the business activities. To this end, the Jacob's had excelled in creating a professionally-run business empire, as it was seen when the business was listed as the best-selling in hospitality in industry, that shelves family relationships when it comes to business. In this dimension, there has been integrity, equity as well as fairness in the management and treatment of employees as well as family members at work. Normally, family members compromise their integrity for their relatives and friend at work (LeCouvie & Pendergast, 2014). However, this has not been a case in Jacob's life. Also, the family values, alongside the support of the business constitution, has helped the business resolve matters relating to family conflicts, succession as well as divorce. In this dimension, the constitution has helped the business settle these issues without hurting its operational course. For instance, by defining the line of succession, responsibilities as well as the engagement of various members of the Jacobs in the business, there has been perfect coordination as well as co-existence and smooth operation of the business. For instance, the constitution has facilitated effective conflict resolution among the business' workers as well as the members of the families. Normally, internal wrangles among members of a family, about the business operations are fatal to business operations as they potentiate the business' failure and even closure. However, this has never been a case in Jacob's life.

The Jacobs have a defined constitution for its future generations, and this is evidenced by the constitution developed to oversee the operations of its business activities. To this end, there is a defined procedure of acquisition and disposal of the family's resources and investments. Thus, the family constitution has facilitated a smooth relationship among family members regarding business activities (Gimeno, Baulenas & Coma-Cres, 2010). For instance, the constitution has overseen the use of the family's resources, especially, in facilitating the achievement of the business' continuity. To this end, the family's money facilitated the hiring of skilled and experienced to run the business.

Family Values

There is a robust foundation for the family's business. This potentiated the development of a set of values and practices to ensure effective leadership to oversee its continuity (LeCouvie, & Pendergast, 2014). In the process, there was a differentiation of valuable values that ensure smooth continuity of the business as well as those that are to be shunned as they will hurt the flourishing of the business. Below is a countdown of values to be passed on to future generations.

Values Passed on to Future Generations

Family Values Research Paper

Léo Pomar



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