

8 Questions to Answer Before Hiring a Non-family Member into Your Family Business

If your family business is outgrowing your current leadership team and hiring a non-family member is the best move for providing strategic leadership, there are a number of things that you need to consider. Top-level candidates will have a lot of questions about stepping into a family business and you want to have established answers. They will want a clear picture of what they can expect *and* what is expected of them.

To help you prepare for the hiring process, answer the questions below. We recommend that you have the other members of the leadership team participate in this exercise to ensure unified answers. Not only will this exercise help you answer potential questions, it will help the current leadership verbalize things that may have been assumed in the past.

1. What is the organization's vision and what is the 'why' behind the vision?

2. Is there a strategic plan in place that the new hire is expected to execute or are you looking to the new hire to create a strategic plan?

3. Are there any “sacred cows”? To put it another way, are there any untouchables in the organization? People, processes, products, business units, etc., that are off limits?

4. Why are you looking outside the family for an executive?

5. Are you willing to invest in the growth of your organization? Have you discussed a budget for growth?

6. Are there outside advisors or is it all family?

7. What is involved in the interview process?

8. Who is the final decision maker for the hiring process?
