

The level of flexibility and adaptation evident in this company has persisted through the untimely deaths of family members, the move across the Atlantic, wars, fires, political turmoil, and the Great Depression, and has led it to invent new models of cymbals for use in religious feasts, prayers, royal weddings, military bands, and symphonies—all while sticking together as the Zildjian cymbal family. This suggests that both the continuity of a firm's name and the family involvement in the enterprise are necessary conditions for the longevity of a family firm. Let's pause to capture some of the basics about your family and its enterprise.



WORK SHEET 3

Our Family and Its Enterprise(s)

I. How is your family capturing its historical roots and evolution?

2. How far back can you trace the enterprise(s) of your family?

3. What is your definition of a family?

4. Starting from the most senior generation for which you have the information (call it G1), list the number of siblings and cousins in each generation:

Generation Number	Number of Siblings and Cousins	Average # of Children per Sibling/Cousin
G1		
G2		
G3		
..		
Your Generation		

5. How many generations of your family are currently working full-time anywhere?
How many in your family enterprise/s? What is the age of the oldest and youngest member of your family working full time?

Number of generations working full-time anywhere: _____

Number of generations working in your family enterprises: _____

Age of the oldest member of your family working full-time: _____

Age of the youngest member of your family working full-time: _____

Based on your answers to the above questions, how would you describe your family's structure over time?