

Q. How can we resolve conflicts that are interfering with our business?

A. Let mediation resolve your issues and restore your relationship — with assistance from BMC Associates.

What's at stake?

**Your income.
Your business.
Your happiness.**

Finding Common Ground

When business partners and owners are at odds and unable to find common ground, mediators can help them with their discussions. Mediation is simply assisted negotiation. It is a safe and effective tool to get partners back on track.

Teams of BMC associates combine the *business, legal, financial* and *psychological* expertise needed to help you resolve your issues and get back to business. The agreements developed with the help of professional mediators are thorough and usually provide lasting solutions for conflicts. This makes mediation the best choice for moving beyond conflict — quickly.

The consequences of business conflict are often painful:

- *Distracted owners and employees.* Precious time and money is lost if partners or owners are absorbed in their relationship instead of the business. When owners' focus is lost, employees are sure to follow.

- *Lack of strategic direction.* Divided leadership produces inconsistent direction or no direction at all. In a competitive environment, the business consequences can be immense.

- *Emotional pain.* Partners invest a great deal in each other — emotionally as well as financially. When that investment goes badly, it hurts more with every passing day.

- *Litigation costs.* Unresolved conflicts often lead to very costly, time-consuming and unproductive litigation.

- *Business decline or failure.* The efforts and dreams of decades can be lost. Economic security for families can be lost. Respect and reputation can be tainted.

A Total Solution

Lawyers and accountants are indispensable. But, working alone, they often don't have all the expertise needed in dealing with serious business conflict among partners. BMC mediators, working with your other advisors, combine

What can mediation accomplish that our attorneys, accountants or other advisors alone may not?

Business solutions plus...

**Rebuilding trust.
Restoring relationships.
Assuring impartiality.
Reducing expense**

business expertise with other key capabilities to:

- *Reach workable business solutions.* BMC mediators have the business, legal and financial experience to help you shape agreements that meet your unique business needs.
- *Rebuild trust and fairness.* These are the foundations of a partnership. When conflict calls them into doubt, BMC's interpersonal skills can be vital to their recovery.
- *Deal with personalities.* Partners' personalities can complement each other. But they can also create problems. BMC helps you to deal with the hot spots, resolve personal conflict and prevent its recurrence.
- *Be impartial and reduce expense.* Frankly, the legal process can be much more expensive than mediation, reinforce the sense of conflict and risk potential conflicts of interest.

- *Building cooperation.* Mediation moves partners from positions of combat to cooperation. Partners work together again, whether for years to come or only long enough to figure out how to separate.

- *Multidisciplinary teamwork.* BMC mediations are conducted by a two member team of associates — one specializing in business-related topics and the other in psychology or organizational development. Our teams bring decades of combined experience and the full range of skills required for a successful mediation.

- *Clarity.* We will help you reach clear, detailed written agreements.

- *Privacy.* Mediation — unlike litigation — gives people the opportunity to work things out in private.

If a conflict has reached the point where you are considering professional help to resolve it, trust your instincts. It's always smarter to catch problems before they deteriorate.

BMC Associates offers a full range of services to family businesses, partnership and others. All of our services are grounded in a philosophy of collaboration among partners and family business members. Please call David Gage at 703-465-1262 for more information.

How else can BMC help?

**Family Business and
Partnership Charters.
Business Succession
Planning.
Preparation for Estate
Planning.
Management Coaching.**

BMC's Approach

BMC brings a collaborative approach to its work. This means:

- *You are in charge.* Mediation is a negotiation process in which the decision-making stays in the hands of the co-owners. We facilitate your discussion, keep it moving forward and document agreements.