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**A SEMINAR ON**

**FAMILY CONSTITUTIONS:**

**PROCESS NOT PRODUCT**

Speaker: Christian Stewart (Managing Director, Family Legacy Asia (HK) Ltd)

Date: Thursday, 14 April 2016

Time: 6.00 pm – 7.00 pm

Venue: The Offices of Stephenson Harwood, 18/F United Centre, 95 Queensway, Hong Kong

**The speaker:** Christian works with enterprising families around Asia as a process consultant, coach and family meeting facilitator. He helps families to form & then implement their own family council, family constitution and family policies, often in the context of planning for succession. As a process consultant he helps ensure that family policies, agreements and decisions are reached based on a fair process. His philosophy is that family ownership structures such as trusts work best when based on first understanding the unique culture and relationships within the owning family.

Christian originally qualified and practiced as a solicitor in South Australia from 1990 to 1994. He moved to Hong Kong in late 1994 where he joined PricewaterhouseCoopers in Hong Kong and was later promoted to be a partner in their tax practice and head of their Trust & Private Client Group. In June 2002, he was named one of the top ten tax advisors in Hong Kong for his trust & estate duty expertise. In July 2002 he joined JPMorgan Private Bank as head of their Wealth Advisory team for Asia, where he worked for 6 years before forming Family Legacy Asia in July 2008.

Christian is the author of the chapter on Family Offices in Hong Kong in the book “Family Offices: The STEP Handbook for Advisors” and the chapter on Trusts, Trustees & Family Business in the book “Trust in Prime Jurisdictions” both published by Globe Business Publishing Limited. He is also a contributor to the Family Business content in the LexisNexis Practical Guidance for Hong Kong, Private Client Series.

**The talk:** It is becoming more and more popular to talk to families – whether business owning & operating ones or families that jointly own financial assets together - about the benefits of having a formal written family constitution or charter. These benefits include providing a clear policy on how issues such as providing employment of family members will be handled, how dividends would be determined, how directors would be selected and how conflicts would be managed as well as expected behaviour of family members. A family constitution can help get everyone on the same page together. Importantly a constitution should help to create communication and decision making forums for family, ownership and business.

However while there seem to be many benefits, how do you get families to implement the family constitution they sign up to? As advisors to families how do we avoid the trap of providing template documents which the family is unable to integrate into their own communication & decision making processes? How do you make sure the constitution does not end up in the bottom drawer collecting dust and forgotten? If a family does adopt a family constitution, is it realistic to tell them that it will help them to avoid future family conflicts? And is a family constitution going to be suitable for every family?

The purpose of this talk will be to emphasis the importance of process over product when helping families in Asia develop their own, evolutionary, family governance system and family constitution.

Those interested should register using the attached seminar enrolment form.

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**SEMINAR ENROLMENT FORM**

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(NB: Payments are non-refundable unless the event is cancelled by the Society. Bookings are only confirmed with payment, on a first-come, first-served basis)