

Hello everyone. This is Wayne Rivers at The Family Business Institute. Happy New Year. We're in 2020 now. It's hard to believe. I never thought I'd be this old. If I had known I was going to get to this age, I would have taken better care of myself.

Happy 2020. Let me suggest an exercise, it's really simple, that you can do. It might take five or 15 minutes. It won't take long, but we as family business leaders are too hard on ourselves much of the time. We flagellate ourselves continuously, not about the things that we did well, but the things that we didn't do so well. We focus on our failures more than our successes. So, an uplifting exercise I might suggest that you take with your team is to focus on 2019, and just think about the five or six biggest impact things that you did in 2019 that have helped you become a more successful company. What things happened in '19 that you can build on in 2020 and going forward? Happy New Year. I hope you have a prosperous 2020.

This is Wayne Rivers at The Family Business Institute. Thank you.