

FOX PUBLIC WEBCAST | January 19, 2022

The 3Ts: Critical Forces Disrupting Our Future



Today's Speakers



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Chief Executive Officer



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Chief Learning Officer



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Integration Services

The 3Ts: Critical Forces Disrupting Our Future

TRANSITIONS



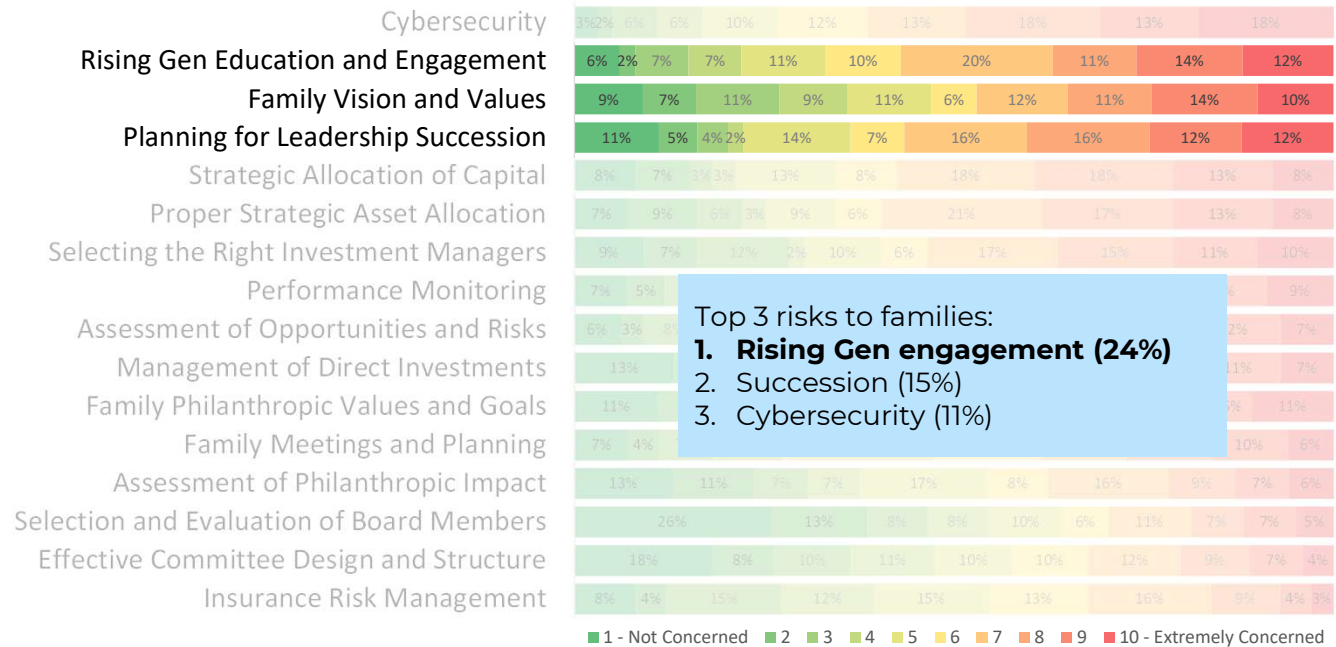
TALENT



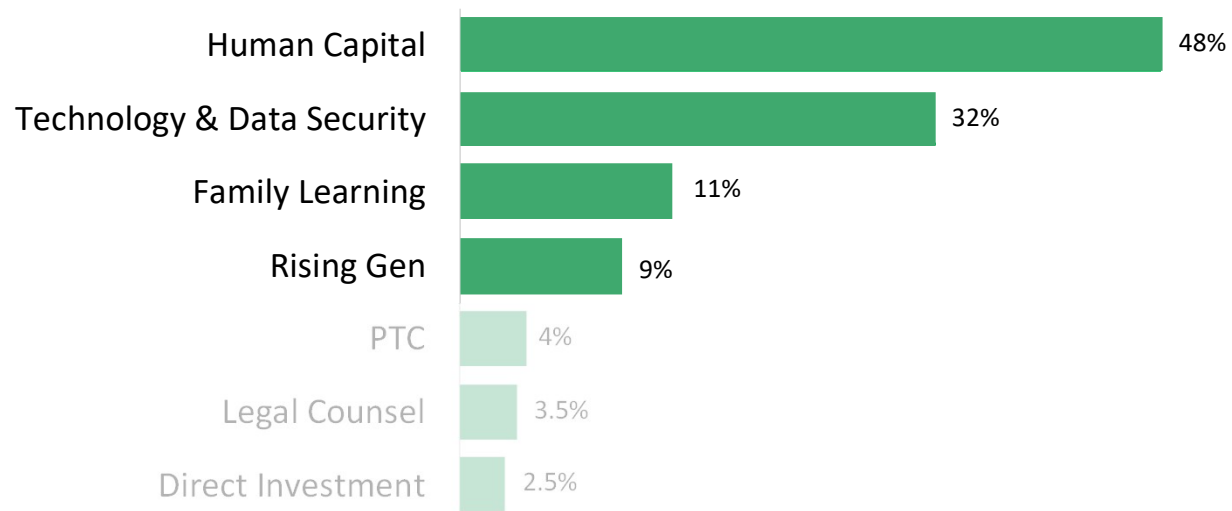
TECHNOLOGY



Top Member Concerns – Sept 2021



FOXChat Activity – Trailing 12 Months



Succession and Change within the Family, Family Office, and Advisors

**Baby Boomers Are Leaving
The Workforce To Live
Their Best Lives In A Silver
Tsunami 'Great
Retirement' Trend**



**Half of family business owners concerned the next generation isn't
ready or willing to take over: Family Enterprise Foundation report**



KEEPING IT IN THE FAMILY: WHY PROACTIVE
SUCCESSION IS ON THE RISE

“The Great Resignation”



Who Is Driving the Great Resignation?

September 15, 2021



As The Pandemic Recedes, Millions Of Workers Are Saying 'I Quit'

June 24, 2021



Forget Going Back to the Office —People Are Just Quitting Instead

June 13, 2021



The Great Resignation: How employers drove workers to quit

July 1, 2021



Why The 2021 'Turnover Tsunami' Is Happening And What Business Leaders Can Do To Prepare

April 27, 2021



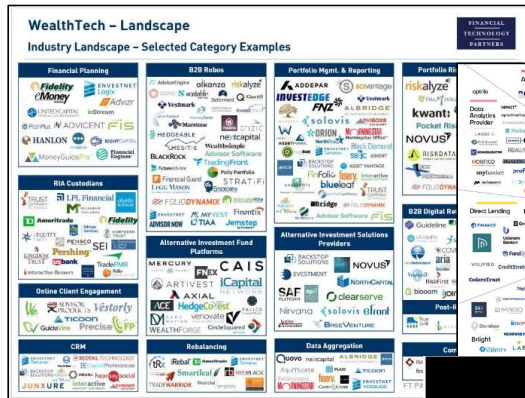
What's fueling 'The Great Resignation' among younger generations?

August 26, 2021



Family
Office
Exchange

The WealthTech Landscape Explosion

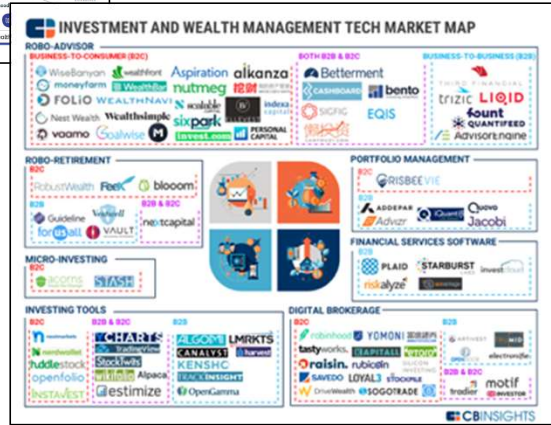


THE US WEALTH MANAGEMENT ECOSYSTEM

Incumbent wealth managers	Vanguard	Ameritrade	Morgan Stanley	Citi	Bank of America
Startup wealth managers	wealthfront	wealthfront	wealthfront	wealthfront	wealthfront
Vendors	Bloomberg	Moody's	avalara	REFINITIV	API/AX

Note: This graphic is illustrative, not exhaustive.

INSIDER INTELLIGENCE



FOX Family Office Exchange

Transitions Disruption and Mitigation Strategies

TRANSITIONS



- Family Leadership
- FO Executives
- External Advisors
- Values

- **Succession Planning**
 - Institute formal strategic and succession plans
 - Accelerate plans even in the face of longevity
 - Raise awareness of generational values gaps
- **Governance Infrastructure**
 - Formalize governance structures and processes
 - Create a family learning committee or task force
 - Revisit family learning ownership and budget
- **Education & Engagement Programs**
 - Create off-the-shelf (digital) learning tools
 - Engage and educate through direct investments
 - Invest in advisor development and retention

TALENT Disruption and Mitigation Strategies

TALENT



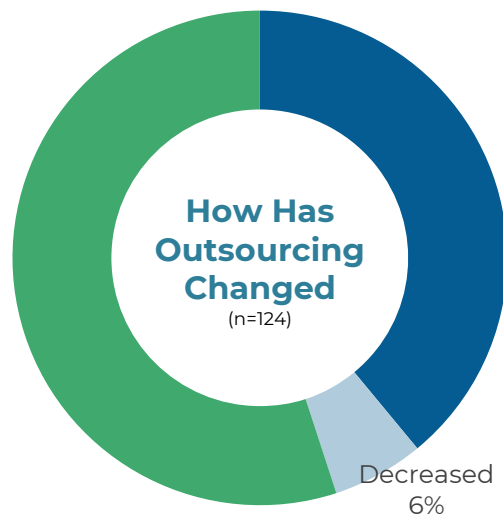
- Resignations
- Scarcity
- Wellness
- Purpose

- **Workplace Flexibility and Wellness**
 - Formalize WFH and wellness policies
 - Redesign total comp for talent retention
 - Accelerate outsourcing to trusted advisors
- **Staff Development and Engagement**
 - Institute internal career-pathing plans
 - Launch (two-way) mentoring programs
 - Utilize long-term incentive programs
- **Values and Culture**
 - Refresh values, vision, mission and purpose
 - Invest for social and environmental impact
 - Formalize diversity, equity and inclusion policies

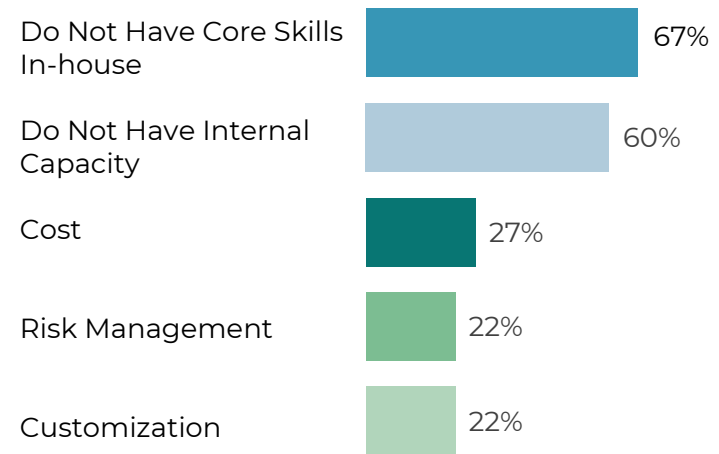
Growth of Outsourcing and What's Driving It

Outsourcing remains robust while key drivers suggest the need for different types of solutions.

Outsourcing has Risen at 39% of Family Offices

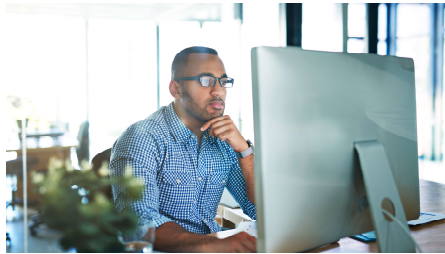


Reasons for Outsourcing (n=123)



TECHNOLOGY Disruption and Mitigation Strategies

TECHNOLOGY



- Owner-Focused
- Ecosystems
- Cybersecurity
- Data Privacy

- **Integrated Tech Strategy**
 - Develop holistic tech strategy plans
 - Resist near-term, tactical band-aid solutions
 - Institute cybersecurity plans and advisors
- **Outsourcing and Partnering**
 - Develop partnership ecosystem strategy
 - Engage tech vendors' new FO-focused teams
 - Augment IT staff with 3rd-party consultants, MSPs
- **Frontier Technologies**
 - Deploy real-time data and predictive analytics
 - Pursue AI/ML to achieve quality service at scale
 - Explore blockchain for efficiency and traceability

FOX Resources – Ways We Can Help

TRANSITIONS

TALENT

TECHNOLOGY

Thought Leadership (Studies, Whitepapers & Articles) | Consulting
Education, Research/Benchmarking & Training/Certification

- Rising Gen Leadership Program
- Family Learning Handbook
- Enterprise Family Workshop

- Compensation and Benefits Survey
- Private Trust Co Workshops
- 2022 TLC Talent Project

- Tech Showcase
- Tech & DIN Partners
- FOX Blockchain Summit
- Cyber Showcase

Peer Networking FOXChat

- Rising Gen Network
- Family Learning Network

- Human Capital Network

- Tech, Ops & Data Security Network (TODS)
- Direct Investment Network

The 3Ts: Critical Forces Disrupting Our Future

Upcoming Member Events

Member Events (Q1-Q2)

Winter Technology Day	JAN 20
Member Summit: Blockchain and Digital Assets	JAN 27
Global Investment Forum	APR 5-6
Wealth Advisor Forum	MAY 18-19
Rising Gen Forum - Spring	MAY 20-21
Spring Technology Day	APR 26
Webcasts	1-2 PER MONTH

Please visit our website for more information
familyoffice.com/learning-programs



The 3Ts: Critical Forces Disrupting Our Future

Upcoming Open Events

Open Events (Q1-Q2)

Private Trust Company Fundamentals Workshop	FEB 15-17
Rising Gen Leadership Program	MAR 4-5
Building Advisory Skills Workshop	MAY 3-5
Family Office Design Workshop	JUN 1-3
Technology Showcase	JUN 14-16
Rising Gen Leadership Program	JUN 24-25

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The 3Ts: Critical Forces Disrupting Our Future

Everything we covered today is available to FOX members in our 2022 Edition of FOX Foresight.

If you'd like to participate in any of our surveys, contact us at research@familyoffice.com



The 3Ts: Critical Forces Disrupting Our Future

We are dedicated to supporting your growth through industry leadership and forward thinking. FOX will continue to deliver value by helping you see what's coming, systematically sharing best practices and lessons learned, and identifying your closest peers and strategic industry partners.

To learn more about membership, contact us at info@familyoffice.com or call at 312-327-1200.



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