

CLIENT CONSULTATIVE EVALUATIONS
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“John has a depth and breadth of knowledge in both family business systems and business that makes his consultation more on-target. He is equally comfortable with issues pertaining to males and females. He does not force a solution upon a family but works through a process with the family that guides you towards the unique solution that is best for your individual circumstances. John is always a pleasure to be around, is a clear thinker, a positive force and a gentleman.”

“John has a certain methodology when working with family businesses. He can help a healthy and stable family business succeed to the next phase effortlessly. John has a diverse client base which allows him to show a client how to look outside of their own world to see other options. His uniqueness is his honesty and genuine care for his clients. If clients are not taking the process seriously, he will not keep them as clients.”

“His ability to quickly sort out our family's issues was incredible to me. He helped me identify, define, and work through the issues affecting me. He helped me break the chains my domineering father had on me for most of my life. The process was gut wrenching at times, but it was worth it as I feel I have become a better, more confident person across many facets of my life. My father has a newfound respect for me and me for him.”

“Our family began working with John after our father (founder) passed away. Over the years of our relationship, we have made significant achievements in communicating, interpersonal skills and in dealing with confrontational situations. John, in a very professional and subtle way, allows yourself to be freed from the obstacles in your path and deal with issues straight on. John is a very well-educated individual who is extremely intuitive and never pushed his beliefs upon you. He allows you to deal with situations when you are ready and prepared to deal with them. John has taken a genuine interest in our progress and is always available whenever he might be needed.”

“Although John is referred to as a consultant, I would never put him in that basket. In my opinion there are so many people claiming to be family business consultants out there that are not even qualified to be consultants. John has no interest in his ego and little in the size of client wealth. He clearly loves what he does and the people he works with. John has been an outstanding benefit to our family and our business.”

“John practices positive reinforcement. At the same time, he has a very subtle and successful method. John does not push his beliefs or opinions on you, nor does he force an issue until you are ready to deal with it. That is not to say that John is a pushover, he is subtly persistent. John never quotes by the book or some prescribed set of rules---his approach is in fact, very flexible and refreshing.”

“In the years we have worked with John, we most value his ability to communicate with each of us and stay ahead of changing issues and situations in our family. Keeping the lines of communication open is the key to any business, especially in a family business. John’s approach is simple, straight forward, and caring!”

“John has an easy manner but is not afraid to address difficult topics. He does that in a non-threatening way that gets those involved to talk about the unpopular issues that are so often avoided. John has seen and heard it all before, so he was quick to pick up on all of the plots and subplots in our family business.”

“John made all of the family members pull their heads out of the sand and take a look at the 300# gorilla that came to be known as our family business issues; succession, stock ownership, long term goals/planning, et al. Besides being a great guy, he possesses great instincts and provides great insights.”

“John was able to help us get on the same page. A transition strategy was formulated, and additional outside management was hired and assimilated. All of these things have brought our company and our family much closer together. There is more of a team spirit and more of a sense of ownership at all levels of our family. John took time to get to know everyone in our family. After nine months of monthly sessions, a family retreat was scheduled; it was a huge success!”

“John is honest. He doesn’t seek a glossed over political solution. John was able to gently bring about the realization that we need to work on our family first, then our business. It’s been a long journey—thanks for the road map. I have never felt better about me.”

“John is very good at what he does. He was able to challenge us and be truthful; a very difficult thing to do. He can also be fun—has a great laugh. He doesn’t lecture. He guides us into expressing our wants, desires, and dreams. It was nice to have some idea what other family members felt. Aside from the family issues, he keeps us accountable to our business goals.”

“John helped us resolve the family business issues that accountants, lawyers, and insurance people either avoid or are not competent to handle. He has a sincere interest in our business and each family member. He is a resource to our family for generations.”

“John has made a dramatic, positive impact on our family dynamics, both in a business and personal sense. He is not afraid to address sensitive or controversial subjects. I have made the discovery that the family business can work for me, I don’t have to ‘work’ for the family business. John helped set me free. He has been an invaluable part of our family wellness.”

“John tells it the way it is. He is honest; has a great understanding of human nature and how family members interact with each other. His approach is fair, understanding, compassionate and he listens.”

“John was able to develop trust with all members of the family, especially across generations. He helped us develop better methods of communicating about business problems on a less emotional level. John stays focused on family relationships and the family dynamic in the business. He does not attempt to be a financial expert, lawyer, accountant, etc. As a result of our experience, I have referred other family businesses to NFBC.”

“John works for the well being of the whole family. Of most value is John’s experience and insight in rapidly discovering each individual’s particular situation. John was able to get true readings on where each person was coming from and where they wanted to go. Therefore, we were able to deal with individual goals and design paths to get there. He did not push us down any particular path or canned program to solve our family’s problems. Instead, John allowed the family and each individual to decide their own speed and path to their goals and desires. Very enlightening!”

John really helped our family. He listened and offered good, down-to-earth practical ideas to help us. He also let us talk and didn’t think we were nuts. We could not find anyone else out there to help us; our problems were so different from those of other businesses. John’s delightful and funny on top of it.”

“John keeps us on track. He has a lot of patience for all of our tangents. John treats us as individuals and as a family; he helped all of us grow together and grow separately. He is always there to talk to you when you need it.”

“John is very committed to the wellness of each individual client. John helped our family improve its communication skills and taught us how to listen to each other. He has helped our family business through the rough times. As a result, we are now creating a positive support system for all in our family business.”

“John is not afraid of addressing the real issues; the core of the apple, putting it on the table, not sugar coating it. He helped me appreciate my family through balancing my work with our family. I can honestly say that working in the business now works for me.

John is human. He is intelligent, yet understandable. He keeps your attention focused for long periods of time.”

“John is a good guy. He is engaging; he is personable; he understands; he has a sense of humor; and he is very good at what he does. He is not some pompous ‘expert’ who claims to have cornered the market on dealing with family business. John’s approach is unique as it is a holistic approach. He focuses on guiding the family to take responsibility for identifying and addressing defects in the family business.”