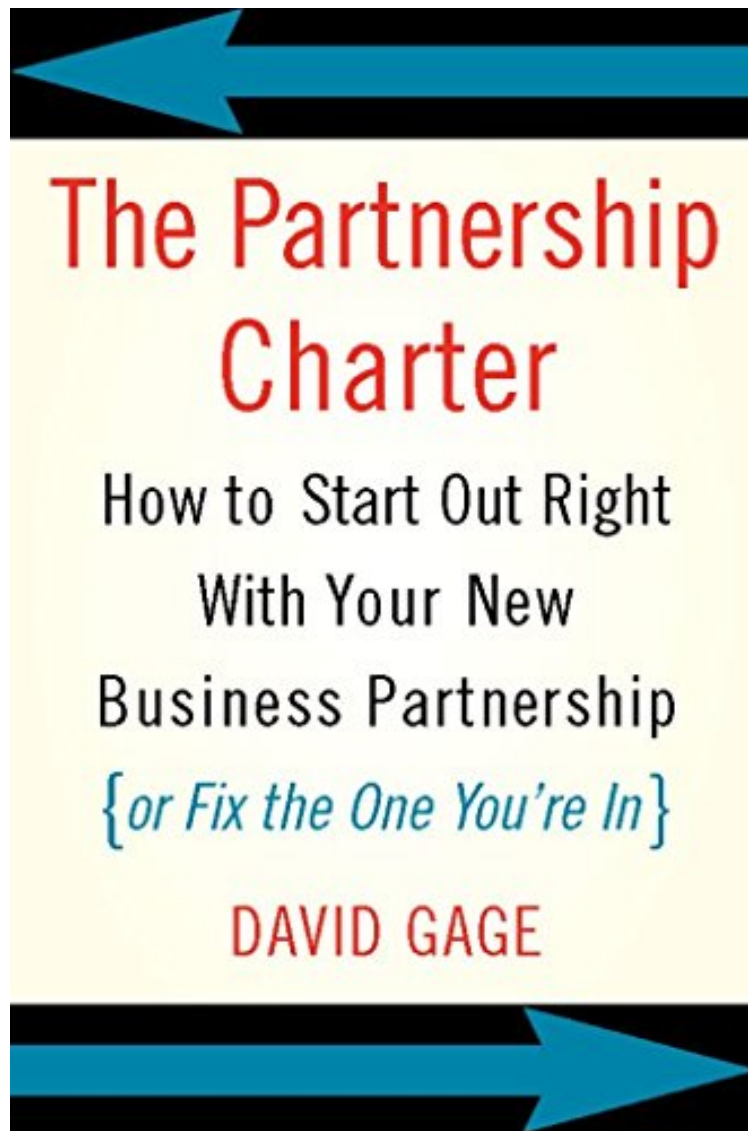


(Online library) The Partnership Charter: How To Start Out Right With Your New Business Partnership (or Fix The One You're In)

The Partnership Charter: How To Start Out Right With Your New Business Partnership (or Fix The One You're In)

David Gage

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David Gage : The Partnership Charter: How To Start Out Right With Your New Business Partnership (or Fix The One You're In) before purchasing it in order to gage whether or not it would be worth my time, and all praised The Partnership Charter: How To Start Out Right With Your New Business Partnership (or Fix The One You're In):

1 of 1 people found the following review helpful. EXCELLENT book for helping existing businesses SOLVE partnership problems; helps new businesses PREVENT those same problemsBy Business Owner of nearly 20 YearsIf

you are about to start a business with other people - READ this book! It helps prevent conflicts from starting and it helps to resolve conflicts that have started. It clearly identifies the major issues that you encounter over a lifetime of business ownership and it helps you examine how to address differences in values - both personal, financial, and practical. We created a partnership/business agreement (shareholder agreement) about 20 years ago and we addressed about 80% of what this book recommends. The 20% that we forgot to address or that we were not courageous enough to admit might happen, turns out to be critical 20 years later. There are so many unintended consequences that come from our human nature to avoid conflict and to avoid addressing problems head on. Do you and your business colleagues sweep things under the rug or kick the can down the road and say, "we will look at this later"? Have you gotten into a jam because you avoided dealing with a problem in a timely manner? This book is a terrific tool that will help you understand and appreciate why you need to address key concerns BEFORE they morph into problems that threaten the well being of your company or business. This is so well written and enjoyable to read. The author, David Gage, gives great insights and shares quick, real life anecdotes from businesses that experienced real stresses and failures due to business relationship misunderstandings. This book gives lots of examples for how some businesses REPAIRED relationships and moved on to future success and how some DISSOLVED relationships parted ways amicably BEFORE litigation. This is a powerful tool and resource that every business owner should read and every future business should read before starting out. Steve Covey said "begin with the end in mind" and this book helps you set meaningful goals that will work for you and your business partners and stakeholders. 1 of 1 people found the following review helpful. Great Book A++ By Marlene There are lots of things to consider before creating a partnership. It is not for the faint of heart because it makes you really think about the future and when you have high hopes on a business endeavor this can be easily forgotten. I bought this book because we have a family business and due to all changes in economy we are considering a partnership. My father is the sole owner of the business and he would never put so much thought on idiosyncratic matters like this book suggests, so I did. If you need a guide on how to start a partnership or fix the one you have this is the book for you. It includes very valuable information that will help the potential partners stay true to themselves, avoid wasting money and effort on a partnership that was not meant to be. For existing partners, this book will help them to discover if it is all worth keeping. With this book I now see that it is not about the business but about the people, their characters and their business ethics. Be ready to skip the honeymoon phase where everything is beautiful! It is over very soon. The only thing that I would suggest for the kindle version is an index. 4 of 4 people found the following review helpful. David Gage knows partnerships. By leecrowell I bought this book to fix the restaurant partnership I've been in for the last 3 years. Most of our agreement was oral with a handshake. We survived to success but were faced with the fact that neither my partner or I understood what our relationship actually was. This book was a small education for me. Within three weeks I now have a written, fair, and well constructed agreement with my partner in our thriving food service. This book should be mandatory reading for anyone considering a business partnership. I'm extremely fortunate that we were able to use this guide to fix the one I was in. I especially like that David Gage uses real examples from his years as a partnership counselor to explain his principles.

In *The Partnership Charter*, psychologist and business mediation expert David Gage offers a comprehensive guide to the art of establishing and maintaining a business partnership. The centerpiece of his approach is the Partnership Charter, a document that clearly outlines the goals, expectations, responsibilities, and relationships of the principals. The charter identifies potential sources of conflict and how they will be resolved, while addressing such sensitive issues as personal styles, values, money, and power. Illustrating every principle through engaging stories drawn from Gage's front-line experience consulting to business partners, as well as interviews with the founding partners of such successful businesses as Progressive Insurance Company and Manpower, Inc., *The Partnership Charter* dispels common myths and presents a practical framework for launching, building, and sustaining a thriving business partnership.

From *Publishers Weekly* Gage, a professor at the Kogod School of Business at American University, believes that business partners should have an operating charter in addition to a partnership agreement. This operating charter, while not legally binding, is a strategic way for partners to have a serious, ongoing discussion about how they plan to run their business, deal with work issues and people, and spell out their expectations. The actual charter is far less important than the conversations leading up to its drafting. Gage discusses the four key questions that should be considered when deciding to form a partnership. While some people can explain why they want to own a business and why they want to have a partner, two questions—*are there better alternatives than choosing a partner* and *is the person you're choosing the best partner*—are more difficult to answer. Using a variety of examples, Gage shows how business people sometimes choose partners instead of finding outside financing or hiring a consultant. This is a clear and helpful book, best for people who are considering setting up a partnership. Readers who are already in partnerships, however, may find Gage's advice useful but harder to implement. Overall, this book is a solid addition to the business guide category. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights

reserved. About the Author David Gage is founder of BMC Associates, a multi-disciplinary Arlington, Virginia-based mediation firm. He is also an adjunct professor at the Kogod School of Business at American University, and maintains a private practice as a clinical psychologist. Gage speaks regularly to business and professional organizations, runs seminars, and writes articles on issues of preventing and resolving conflict. He lives in Arlington.