



**FAMILY
ENTERPRISE
XCHANGE**

The Impact of Addiction Within the Family Enterprise System

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REGENERATION
PARTNERS OF THE FAMILY BUSINESS
www.familybusinessregeneration.com

Tuesday April 7th , 2020

Presenters



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Webinar “Best Practices”

- Am not an addiction specialist – family business specialist
- Designed to be interactive
- Type in your questions and send to host
- Questions will be answered at the end of the webinar
- Recorded webinar and slides will be available for FEX members

The Burden Of Alcoholism

- Alcohol dependence cost society ~ \$185b each year
- ~ 20 to 40% of hospital admissions relate to alcohol
- Alcohol dependents use hospital 2x rate of general public
- Alcohol abusers spend 4X number of days in hospital than general population

Addiction in Special Populations

- Family owned business survey (1) > 50%
- 10 – 12% of physicians develop a substance disorder (2)
- 15 – 18% of nation's lawyers abuse (3)
- Investment banker survey found 32% engaged in heavy drinking >1 day per week (4)
- 31% of college students met criteria for alcohol abuse
- 4.7 mm Americans dependent on prescription painkillers (5)

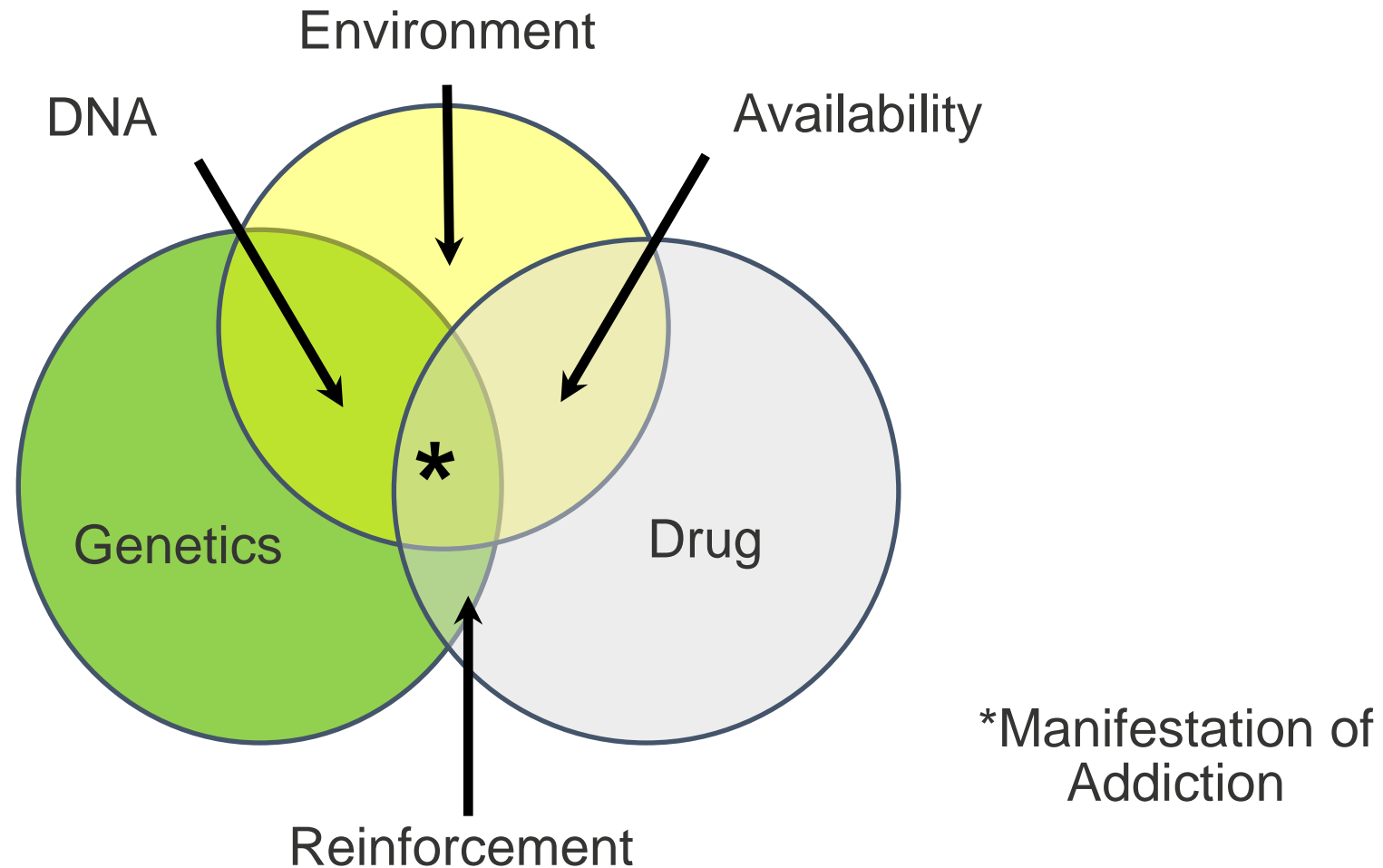
Impact of Drug and Alcohol Addiction

- Point in time ~ **25 mm (8 to 10%)**
- Lifetime expectation ~ **45 mm (16%)**
- Preliminary study in family enterprise ~ **(55%)**
- Families impacted ~ **120 mm (40%)**

CONCLUSION:

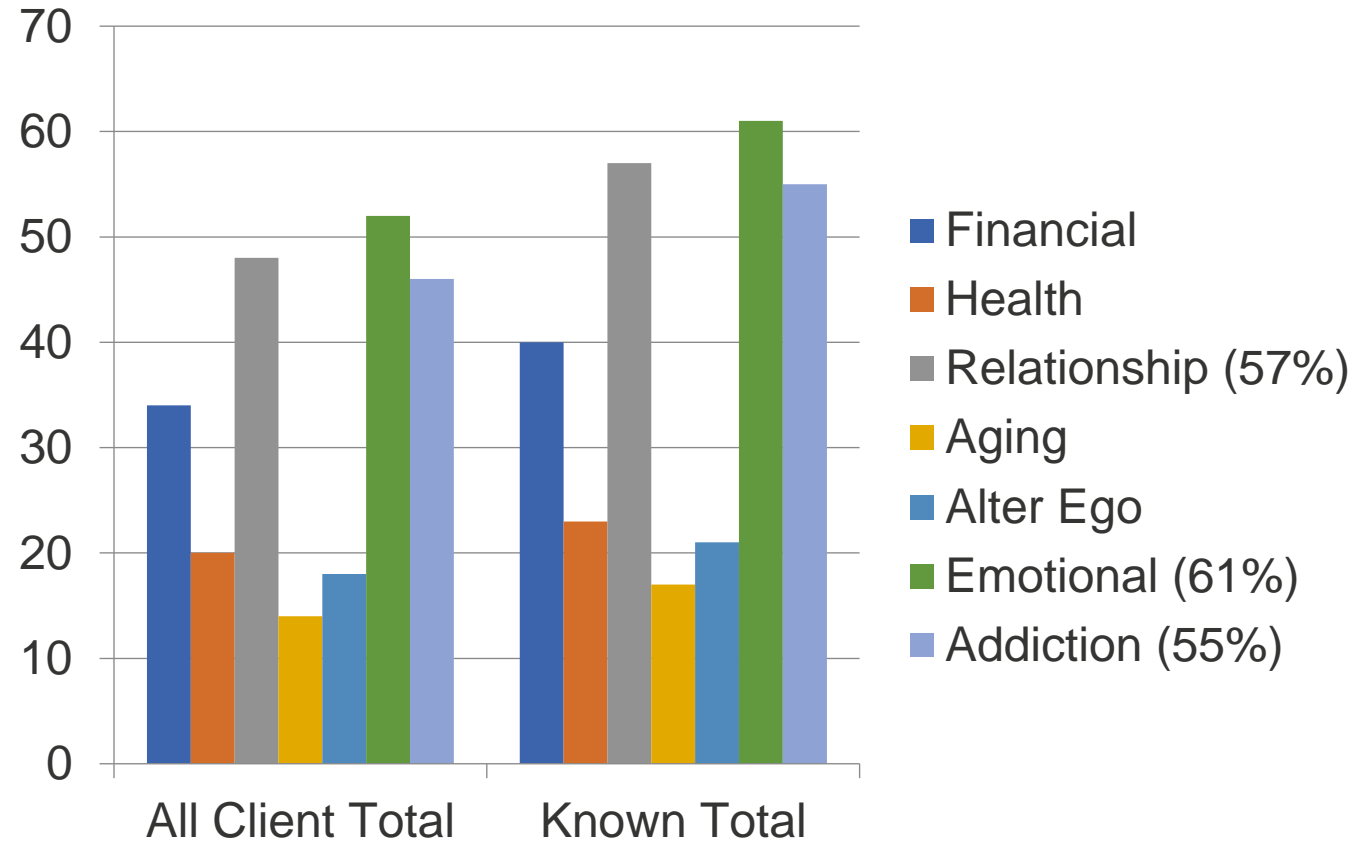
Addiction issues are more prevalent in family enterprises than in the general population

Addiction: A Multi-Factorial Illness



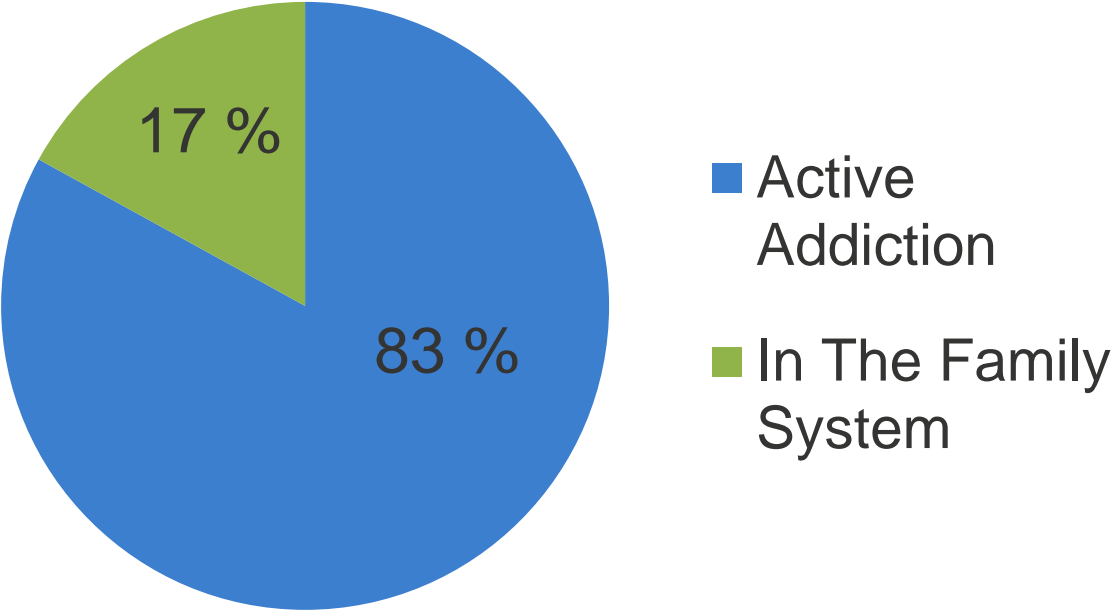
1. van den Bree MB, Johnson EO, Neale MC, Pickens RW. Genetic and environmental influences on drug use and abuse/dependence in male and female twins. *Drug Alcohol Depend.* 1998;52:231-41. 2. Kendler KS, Karkowski LM, Neale MC, Prescott CA. Illicit psychoactive substance use, heavy use, abuse, and dependence in a US population-based sample of male twins. *Arch Gen Psychiatry.* 2000;57:261-9.

Consulting Outcomes Impacted By



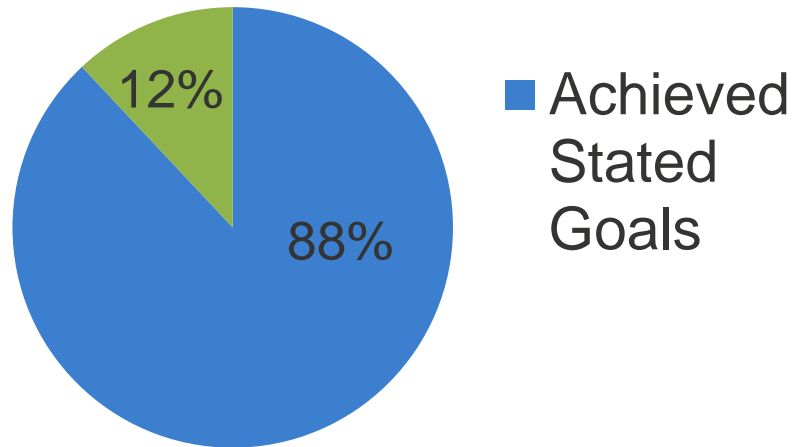
When Addiction In The Family Is Identified

Active vs. In The Family System

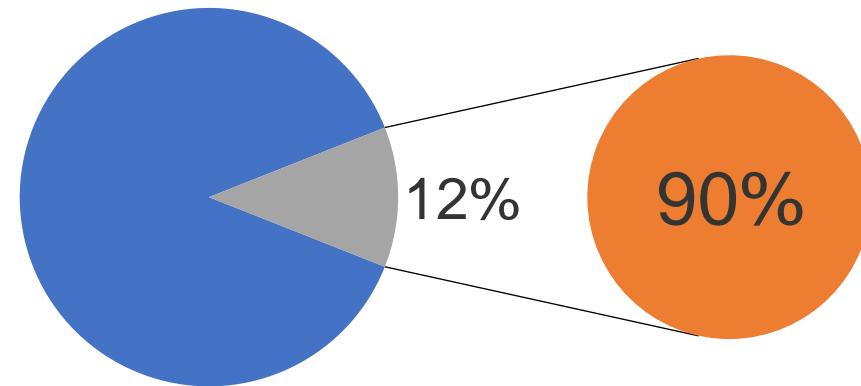


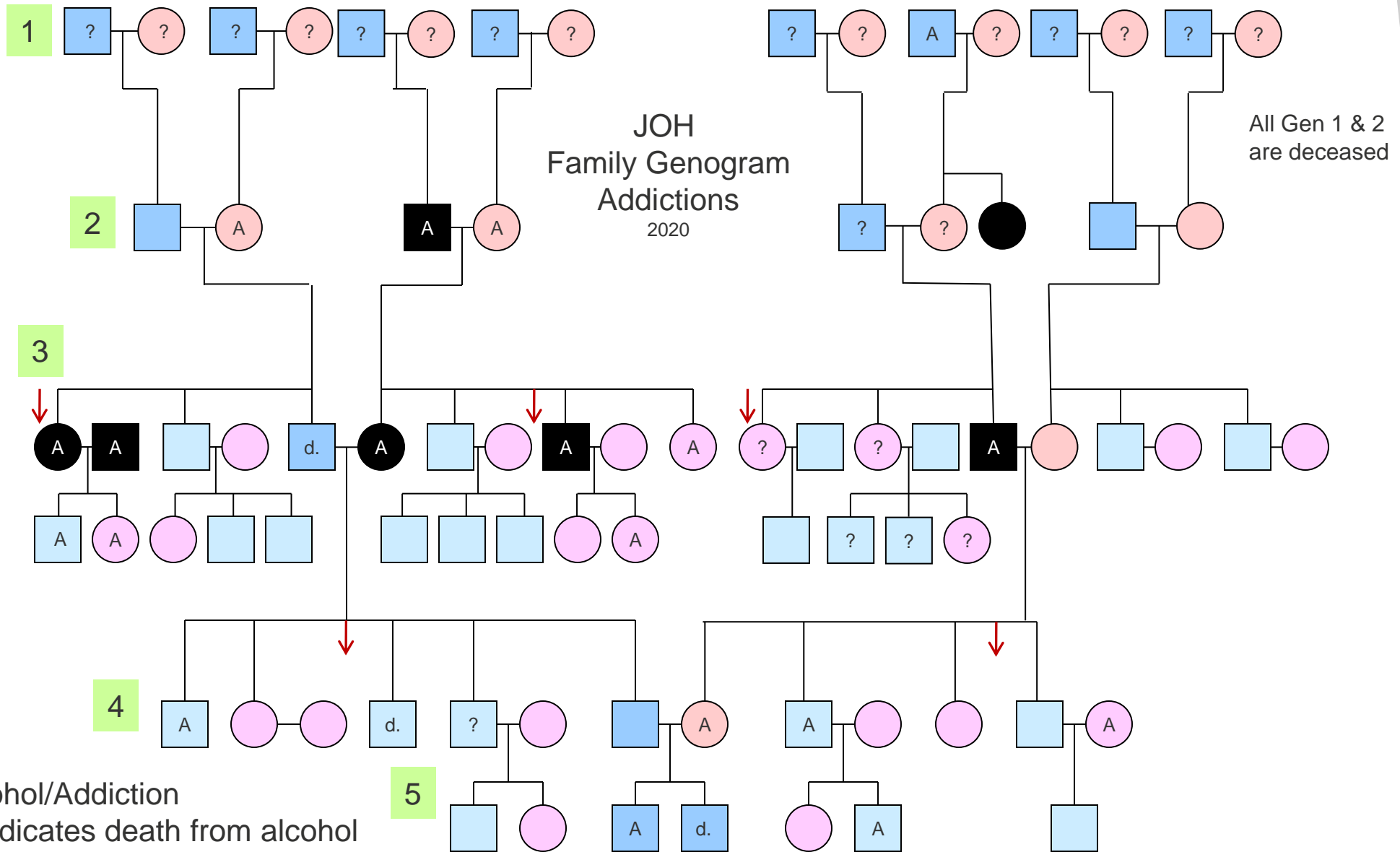
Addiction Impacts Consulting Outcomes

Outcomes of All Clients



Addiction Issues Were Present



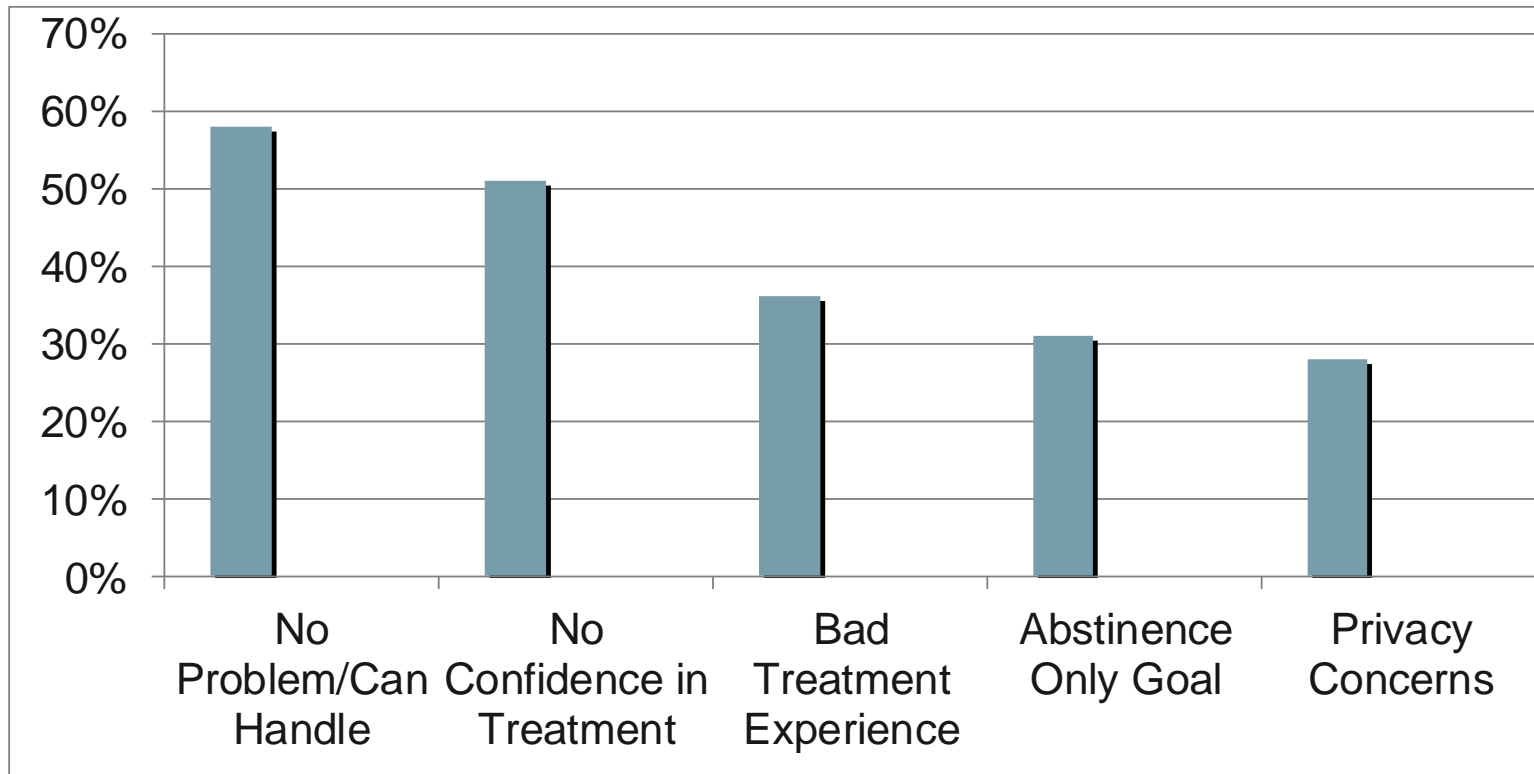


A = Alcohol/Addiction
 Black indicates death from alcohol
 ? = Do not know

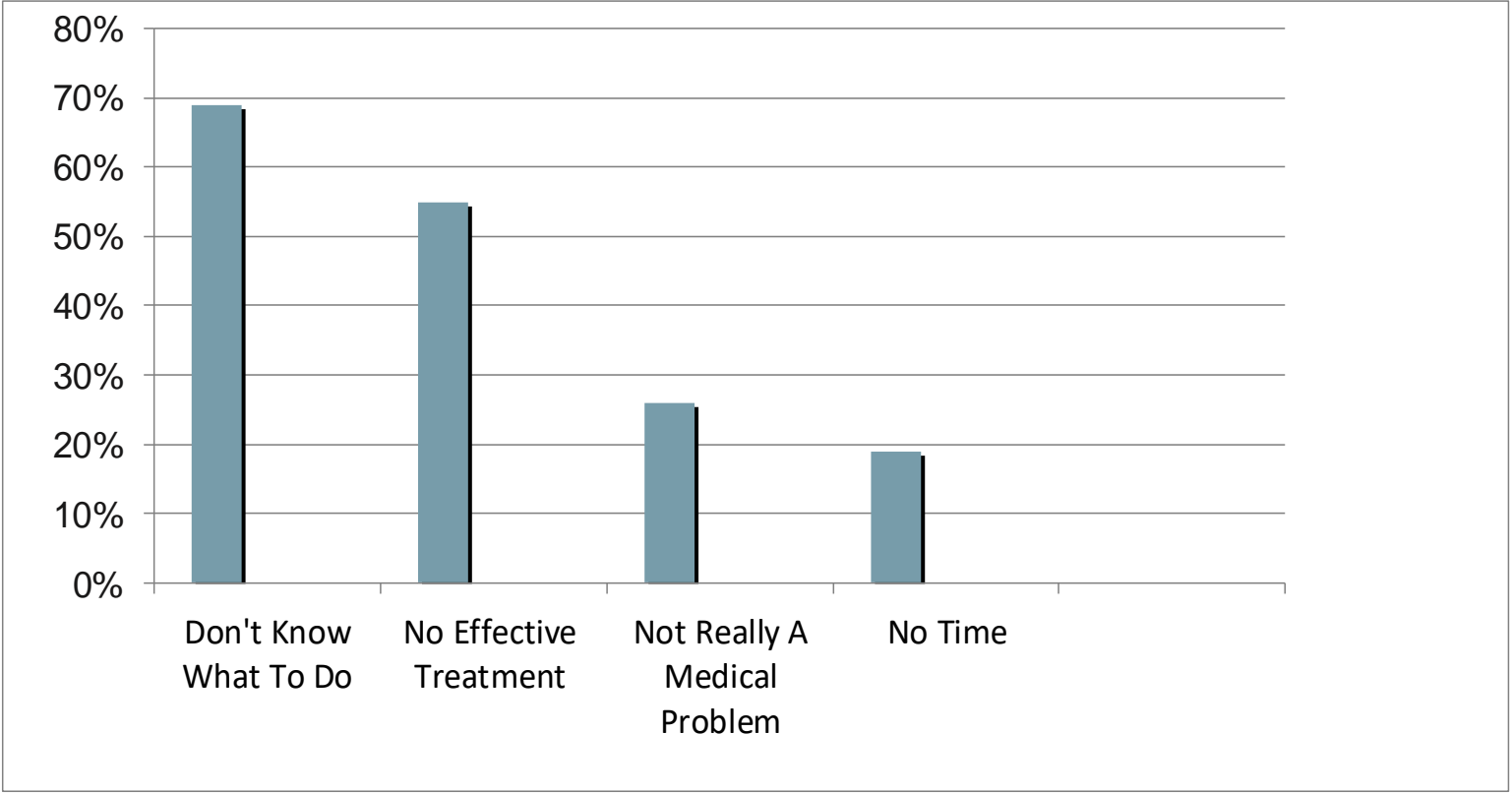
Referral Challenges

- 12,000 specialty programs in US
- 31% treat < than 200 patients a year
- 44% have NO doctor or nurse
- 75% have NO psychologist or social worker
- Major professional group is a counselor
- This group has ~ 50% turnover

Referral Challenges



Referral Challenges: Reasons Physicians Don't



Implications for Treatment

- Consequences for noncompliance with treatment and monitoring
- Frequent random drug testing
- Tight linkage with 12-step programs
- A continuing care approach
- Focus on lifelong recovery and address the multiple needs

Thank You For Participating

This webinar will be recorded and made available to FEX members.

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