

## Consultant to family foundations, in formation or preparing for transition:

**Kenneth Kaye, Ph.D.** is one of America's most respected consultants helping wealthy families work together toward strategic goals and the development of their successor generations. His background is extensive in human development, research, family dynamics, and strategic family philanthropy.

## Career

### 1987 – 2010 Kaye Family Business Associates, Inc. — Owner/President

Advised more than 200 business-owning families throughout N. America, including 20 large family offices that manage between \$200M and \$3B invested assets. Facilitated board and other family meetings, including rewriting foundation by-laws, educating young people about strategic philanthropy, building and repairing trust among members of extended families.

Books: *[Workplace Wars and How to End Them: Turning Personal Conflict into Positive Teamwork](#)* (AMACOM, 1994) and *[The Dynamics of Family Business: Building Trust and Resolving Conflict](#)* (iUniverse, 2005); as well as 35 published articles in the leading journals in this field (annotated [here](#)), and *[Trust Me: Helping Our Young Adults Financially](#)* (with Nick Kaye, iUniverse, 2009)

### 1983 – 2008 Northwestern Univ. Medical School — Adjunct, Institute of Psychiatry

Teaching faculty, Family Institute of Chicago. Board Member, One-to-One Learning Center, Northfield, IL. Published research studies on adoptive families, in academic journals as well as popular magazines.

### 1982 – 1990 Family Therapist– private practice, Chicago, IL

Licensed Clinical Psychologist. Individuals (adult and adolescent), couples, two- and three-generation families. Addiction interventions; research on adoptions; eating disorders; family ramifications of individual psychiatric treatment.

Book: *[Family Rules: Raising Responsible Children](#)* (St. Martin's, 1984; 3d edition, iUniverse, 2005); as well as articles in popular magazines.

### 1971 – 1982 University of Chicago — Assistant Professor, Associate Professor

Taught cognitive and social development in the Departments of Education and Human Development. Among other grants, directed a 3-year grant from the Spencer Foundation. Spoke at numerous international conferences. Reviewed dozens of grant proposals for government and foundation funds. Served on a U.S. Department of Education research priorities panel. Served on the Board of the University's Laboratory Schools, and chaired the Admissions Committee for Educational Psychology.

Book: *[The Mental and Social Life of Babies: How Parents Create Persons](#)* (University of Chicago Press, 1982; republished in Spanish, Italian, German, and Japanese); as well as 34 articles in academic journals.

## Kaye family philanthropy: Biodiversity conservation

Created and endowed the annual [Parker-Gentry Award](#) through the Field Museum of Natural History, Chicago. Current member of the museum's Committee on Science and subcommittee for Research and Collections.

Innovated and made initial five-year grant for the first Ecotourism award through Conservation International, which grew into the [Conservation/Traveler World Heritage Awards](#). Also a significant donor to Alliance for the Great Lakes, and served on the first Lake Michigan Watershed Ecosystem Partnership steering committee.

## Education

A.B., Harvard College, 1966: Magna cum laude, *English and American Literature*

Ph.D., Harvard University, 1970, *Developmental Psychology and Education*

Knox Fellow, Cambridge University (UK), 1969-1970: *Visiting Fellow, Kings College*

Master of Fine Arts, Bennington College, 2006: *Creative Fiction*

[“Kenneth Kaye” \(intellectual biography\)](#) on Wikipedia

## Philanthropic Philosophy (my perspective on your family foundation)

The mission of a foundation comes from the values and vision of its donor, renewed and refined through the commitment and wisdom of successors. The philanthropists I most admire and enjoyed working for have taught me:

- Tax benefits are nice *secondary* reasons for giving.
- Community or world name recognition and gratitude are secondary, and sometimes even undesirable.
- Impulse giving is easy. Making one's gifts and grants achieve desired impact is as challenging as it was to create the family's wealth in the first place.
- Giving needs to be strategic in two ways. To give the greatest benefit per dollar, “strategic” entails agreeing on focused mission and goals, partnering with other donors and appropriate institutions, evaluating grantees and proposals, and continuously assessing impact as well as sustainability.
- Equally strategic, however, is the way a donor family nourishes the participation of its next generation, developing their leadership and embracing their contributions to the evolving mission. The most successful legacy families are those that use philanthropic experience as an arena to advance their members' effectiveness in *every* area of their lives. As one client told me, “it's not just what my grandchildren can do for philanthropy, but what it can do for them.”

Those principles are equally valid whether your family's passion is the environment, children, medicine, peace, the arts ... bettering your local community or the planet as a whole.