

“Out On a Limb (of the Family Tree!)”

Presenter: Pam Hilber

To what degree are the dynamics of your family-of-origin present in your family business today? This training will be a light-hearted look at the impact of the family on relationships, communication and work styles. Most importantly, learn about how this new awareness can lead you to positive changes for the future.

What you will take away:

- How to construct your family map and what applications can be made from it
- Learn about your place in birth order and what it means for you and your family in the business
- Learn about the phenomena of adult sibling rivalry--what it is and how to overcome it
- How to be more than the boss's kid....developmental stages of your career development

“Making Your Board the Balance Point, a revolutionary (and proven) way of looking at the Board’s role in a family business.”

Presenters: Larry Hause and Cary Tutelman

If you or your family business is in transition or will be in transition—you won’t want to miss this practical and interactive session that explores a new way for how your Board can help.

What you will take away:

- a new and practical understanding of what Boards do
- when this type of Board can actually help your family business
- how it can help (and not be a pain)

“What Are Your Plans?”

Presenter: Donald Heyne

Why and when should you begin arranging the management of the business to allow a senior member of the management team to retire? This session will take you through the step-by-step process necessary to develop a workable exit strategy and explain the reason for each step in the process. You will have the opportunity to examine a variety of non traditional exit strategies and some that are more traditional to provide retirement income without breaking the company bank.

What you will take away:

- * Understanding of the importance of starting to plan early
- * Benefits of having a planning coordinator and a systematic planning process
- * Reasons to involve all family members in the communication process
- * The importance of wealth protection techniques
- * The importance of a plan that keeps transition under control rather than no plan that creates chaos.

Choosing Your Family Business Advisors

Presenters: Ty Inglis, Cathy Tanck, Pam Hilber, Kevin Connot (participants in Family Business Study Group)

Family business owners can often express frustration with their advisors. Have you ever felt that your attorney, your CPA, and your management consultant were all giving you different solutions to the same question? Advisors to family business owners often express the same frustration with their clients! Learn how to get your professional advisors to operate as a team to help meet your needs.

What you will take away:

- Develop criteria for selecting and using professional advisors

- See how you can be “in charge” of your advisors
- Construct a strategy to organize your advisors into a collaborative team, with individual and shared responsibilities
- Awareness of ethical, economic and cultural pressures that exist for professional advisors and how to use that awareness to avoid rivalries and conflicts among professional advisors.

The Wealth Transfer Act: Who, How Much & When?

Presenter: Ty Inglis

When is the “right” time to transfer stock to the next generation? Should your decision be based solely on tax implications? What other issues are worth consideration? Deciding who to allow owning stock, and which type of stock, can be difficult decisions for the current owners. Make sure you understand the options and consequences before making your decisions.

What you will take away:

- Options for retaining financial control before, during and after stock transfers
- How to maintain flexibility if moving stock from one child to another
- Options for valuing your company stock
- Awareness of “fair” and “equal” considerations when making stock transfer decisions
- The importance of clearly communicating your financial needs to the next generation

The Joyful Juggler

Presenter: Larry Hollar

We are meant to be happy. While we may start our lives as happy individuals, the everyday stress can take a toll on just how happy and healthy we are. Larry Hollar has lived inside a family business for four decades. He will offer tips from the trenches on finding happiness while juggling business affairs, family members and ownership concerns.

What you will take away:

- Tools that will remind you, every day, how to be happy.
- Learn the formula for maintaining happiness.
- Learn how to make lemonade from lemons.