



Next Gen Family Business Leaders Workshop Details

March 9 & 10 and April 6 & 7, 2016

The CAFE Next Gen Family Business Leaders Program is an opportunity for Next Generation leaders in family business to get together in a facilitated forum to examine and share ideas and issues as they relate to family business.

CAFE is committed to equipping all family members in business together. We are also aware that Next Gen Family Business Leader face some unique challenges as they look to find the resources to develop themselves as they embrace the leadership in their family businesses.

Benefits:

- Dialogue and interaction among people with common interests.
- Solutions and creative thought in a no-risk setting.
- Shared experience and learning for members.
- Intimate access to leaders of family businesses in the Vancouver region.
- Access to leading educational and technical best practices.

Dates:

March 9, 2016	1:00 pm – 4:30 pm
March 10, 2016	9:30 am – 5:00 pm
April 6, 2016	1:00 pm – 4:30 pm
April 7, 2016	9:30 am – 5:00 pm

Location:

Refrigerative Supply Limited, 8028 North Fraser Way, Burnaby



Topics:

Unique Challenges of Family Business Ownership
Effective Communication
Conflict Management
Understanding Power Dynamics
Family Business Ownership and You

Our Guest Speakers:

Local Family Business Leaders including:

Gary Benson, Danica Imports and Anne Rissling, Rissling Services
Dick and Richard Kouwenhoven, Hemlock Printers

More names to come!!

Our Facilitator

Deena Chochinov, MEd RCC FEA, has worked as a consultant, coach and counselor with people and organizations seeking meaningful change for over 20 years. Deena's rare skill set enables her to strengthen family businesses on a strategic level, while ensuring that healthy interpersonal dynamics support a firm's continuity and prosperity.

Eligibility Criteria:

Family members between the ages of 25 and 40 who:

- Are employed in the family business, or
- Have graduated from post-secondary education and working full-time with plans to join the family business, or
- Attend post- secondary school full-time with the intention of working in the family business.

Participants will be asked to sign a commitment letter as groups function most effectively with solid commitments of confidentiality and full participation of its members.

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Investment:

- CAFE Members: \$ 1,750.00 p/person (plus GST)
- Non-Members: \$ 1,995.00* p/person (plus GST)

*Join CAFE Vancouver Region before the end of the day of the program and receive a discount of \$250.00 off your family business membership dues.

Reserve your seat today! Please contact CAFE Vancouver Region at 604.721.1241 or vancouver@cafecanada.ca

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Next Gen Family Business Leaders — Workshop Description

Topic 1: Unique Challenges of Family Business Ownership

This topic sets the foundation for the entire program and provides a refresher to help us separate the three components that make up family owned and operated companies – ownership, family, and business. Understanding their interactions and boundaries are key to achieving success within those circles, as well as finding balance for work/life strategies moving forward. Along with providing examples of those strategies, this session will also introduce you to best practice leadership models and tools that family owned and operated business leaders use to inspire, guide and manage successfully.

Topic 2: Effective Communication - How to Have Courageous Conversations within your Family Enterprise

True family business leaders set themselves apart based on their ability to deal with courageous conversations – managing those discussions with members of all three circles of the family enterprise where stakes are high, opinions vary and emotions run strong. Although difficult and sometimes risky to initiate, these conversations can produce better relationships – and new and powerful commitments – within both your family and your organization. This session will introduce you to the key steps you need to take to plan a courageous conversation — from understanding the content and context of what it is you're trying to say, to increasing your sensitivity to the stress and emotional responses you may encounter from your family members (both within and outside the business), advisors and your employees.

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Topic 3: Conflict Management

Conflict Management will help you understand, embrace and even celebrate conflict. In most cases, we try to deal with conflict either by not recognizing it or just giving in. Conflict can be the fuel for leadership in your family enterprise, so it is critical to recognize different points of view, hear other perspectives and resolve the roadblocks to family and business success in respectful and efficient ways. It has been said that if everyone thinks like you, then some of you are not needed! This session will help you become more aware of your style in dealing with conflict, expand your ability to assess conflict situations, and practice managing it using different modes of handling conflict in your real-time/real-life circumstances.

Topic 4: Understanding Power Dynamics

Next Gen Leaders need to earn legitimacy in their role as successors in their family enterprise. Although subtle, there is an important distinction between power — the ability to influence the actions of others — and authority — the extent to which an individual's power is viewed as valid and legitimate. So as successors you can have the power to lead by being a member of the family, but you also need the authority to effectively manage the business. In this session we will discuss the many ways you can increase your authority to lead, and how to manage the power dynamics underlying your familial and business relationships.

Topic 5: Family Business Ownership & You

We will review all that we have learned from the Next Gen Leaders Program. You will have a chance to consider your family business ownership goals and the skills, experience and understandings you may need to acquire moving forward in your life as a family enterprise member and potential successor. The process of determining what is best for you, your company, and your family is essential for healthy future transitions to occur. Your succession-planning journey can be enhanced by learning from others who have and are making those decisions, so we will explore peer support possibilities for the group. Everyone will leave with a leadership development plan that you can share with your family.

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