



Welcome to the FAMILY BUSINESS ALLIANCE'S *Next Generation*

What: *Next Generation* is a facilitated peer group designed to equip the next generation in a family business for leadership.

Who should join? The next generation of family business leaders who:

- Work in the family business
- Are interested in future leadership as owners, board members, and/or executives
- Are in mid-level management of businesses which are (or are willing to become) members of FBA, and
- Want to share with and learn from their peers, and some of the best family business leaders West Michigan can offer, in a safe, friendly, and structured setting.

Note: Networking primarily for lead generation is not a program goal.

Program Structure: Six to nine people in each group. A group will meet six times per year for three hours with a trained volunteer facilitator. No siblings and no competitors will be in the same group. Group members will be assigned to groups by the Group Coordinator. A high level of confidentiality is required from all involved, including each group member, facilitator and all FBA staff. A company's size and other factors may also be considered in creating groups. Facilitators will have had small group facilitation training and experience.

Typical meeting agendas:

A. For a meeting without an outside resource:

- 30 minute "on board" time (quick update from each member)
- 60 minute discussion on prior reading topic. These will be recent newspaper articles, short articles from business magazines or a chapter from "Family Business Sourcebook" by Arnoff, Astrachan & Ward. For example, if a local business was sold to a Private Equity Group – discussion of the transaction might be the topic for the day.
- 90 minutes – "The Member Issue of the Day" from the current experience of one or more group members. The purpose of these discussions is to provide an opportunity to learn from each other's experiences and help each other think through major issues. Initially, these will often be a facility tour and explanation of the business of one of the members

B. For some meetings we will recruit local family business leaders meet with us to discuss their experience.

- 30 minute "on board" time (quick update from each member)

- 30 minute presentation by business leader on specific topic. The speaker may have provided background reading on the topic. Speakers will be chosen by the group and recruited by the facilitator.
 - 120 minute discussion with business leader on his/her experience and recommendations for next generation leaders. The objective of these discussions is to have an honest and confidential exchange.
- C. For some meetings we may recruit outside experts to discuss specific topics that are of interest to the group. Depending on the interests of the group this might include bankers, architects, professional search firms, psychological testing and consulting firms, lawyers, etc. The nature of the presentation would be – what can a _____ do for a family business and what is the best way to use these services.
- 30 minute “on board” time (quick update from each member)
 - 30 minute presentation by outside resource person. Outside resource person will be selected by the group and recruited by the facilitator.
 - 30 minute Q&A with group.
 - 90 minutes –The Member Issue of the Day” from the current experience of one or more group members. (see above)

Step In...Step Up Offer: Up to 3 free meetings before membership is required.

Organizers:

Tim Schad	Chair and CEO of Nucraft Furniture and Family Business Alliance board member tschad@nucraft.com
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