



NextGen Leadership Program
October 13-15, 2019
Milwaukee, WI
Kimpton Journeyman Hotel

nextGEN 2019 Conference Agenda

Family Business Success: Transitioning to the Next Generation

As a current or soon-to-be owner, there are many industry challenges that will define your success. During this program you and your peers will discuss and define some of the challenges and explore solutions that will ensure a successful transition and a long and successful career for you.

Sunday, October 13

10:00 a.m. - 1:00 p.m.
tbd

NextGen Gives Back Charity Event *(optional)*

Spend the morning giving back to the Milwaukee community in partnership with Two Ten Footwear Cares. Visit a non-profit and work with local volunteers to make a difference.

2:00 p.m. - 3:30 p.m.
Heirloom

Program Welcome

Chuck Schuyler, NSRA President

Introductions & Overview of the Course

Deb Houden & Joshua Nacht

Family Business 101 *(New Attendees)*

Deb Houden & Joshua Nacht

Family Business 201 *(Returning Attendees)*

Deb Houden & Joshua Nacht

- Generational transition dynamics

3:30 p.m. - 3:45 p.m.

Break

3:45 p.m. - 5:00 p.m.
Heirloom

Setting Personal Goals & Intentions for the Course

Deb Houden & Joshua Nacht

- Individual
- Share with group

6:00 p.m.

Dinner at an offsite location

Note: Daily agendas and times may be subject to change.

Monday, October 14

- 7:00 a.m. - 8:15 a.m. *Breakfast at Tre Rivali Café*
- 8:30 a.m. - 10:00 a.m. **Communication: The Foundation of Effective Interactions**
Heirloom
Deb Houden & Joshua Nacht
- Creating new communication cycles
 - Avoiding triangulation
- 10:00 a.m. - 10:30 a.m. *Break*
- 10:30 a.m. - 12:00 p.m. **Leadership & Conflict Management**
Heirloom
Deb Houden & Joshua Nacht
- Perspective taking
 - Listening for what really matters
 - Difficult conversations that focus on the issue, not the person
- 12:00 p.m. - 1:00 p.m. *Lunch at Tre Rivali Café*
- 1:00 p.m. - 3:00 p.m. **Open Discussion Forum: What Keeps You Up at Night?**
Heirloom
Deb Houden & Joshua Nacht
- Real-time answers with the facilitators
 - Peer learning opportunity
- 3:30 p.m. - 3:30 p.m. *Break*
- 3:30 p.m. - 5:00 p.m. **Action Exercise: Problems & Solutions in Your Business**
Heirloom
Deb Houden & Joshua Nacht
- Identify one or two issues from your business
 - Structure your solution based on lessons from class
 - Share and hone in small groups
- 6:00 p.m. *Dinner at an offsite location*

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Questions regarding registration and hotel, contact Tanja Clark: 520-209-1712
Questions regarding program and curriculum, contact Chuck Schuyler: 800-673-8446

Tuesday, October 15

- 7:00 a.m. - 8:15 a.m. *Breakfast at Tre Rivali Café*
- 8:30 a.m. - 10:00 a.m. **Personal & Team Action Planning**
Heirloom *Deb Houden & Joshua Nacht*
- Utilizing the course material to put together next steps
 - Small group
- 10:00 a.m. - 10:15 a.m. *Break*
- 10:15 a.m. - 11:00 a.m. **Program Review & Wrap Up**
Heirloom *Deb Houden & Joshua Nacht*
- Application: Presenting your action plans to the group
 - Key takeaways from the course
 - Summary and conclusion
- 11:30 a.m. - 1:00 p.m. *Lunch on your own (optional)*
- 1:00 p.m. - 4:00 p.m. **Visit Stan's Stores (optional)**
Spend the afternoon touring Stan's Fit For Your Feet, New Balance and Vionic stores.

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Facilitators

Deb Houden, Ph.D.

Dr. Deb Houden specializes in helping family-owned businesses with family communication, transition and next generation development. Deb has worked with numerous families on developing effective communication and conflict resolution skills, family meetings, board development, and working with next generation members of family firms. Deb earned her bachelor, masters and doctorate degrees from the University of Wisconsin - Madison, specializing in communication and conflict resolution within a family business. Deb is active in post-doctoral work in Bowen Family Systems Theory, and is recognized as a Fellow for the Family Firm Institute for her expertise and commitment to the field of family business.

Joshua Nacht, Ph.D.

Joshua Nacht works with business families to create opportunities by focusing on effective governance, communication, and transitions. He is adept at working with multigenerational families to integrate diverse perspectives and create strong ownership groups by developing structured plans for continuity. His forthcoming book *Family Champions and Champion Families* explores the value of leadership in creating enduring business family success. In 2015, he earned a Ph.D. in Organizational Systems with a focus on family-enterprise. Joshua's dissertation research, "The Role of the Family Champion" investigated leadership within the ownership group of business families and won the "Best Dissertation Award" from the Family Firm Institute in 2016.