



ONE OF THE
WORLD'S TOP
EXPERTS IN
FAMILY BUSINESS
MANAGEMENT

JOHN DAVIS
& you

SPECIAL MANAGEMENT PROGRAM
FAMILY-MANAGED BUSINESS

NOVEMBER 19-20, 2008 - NEW YORK CITY

LIMITED TO 120 EXECUTIVES



John A. Davis is considered one of the world's top experts in family business management. He is partner, founder, and vice chairman of the Owner Managed Business Institute, and the faculty chair for Harvard Business School's executive education program, Families in Business: From Generation to Generation.

He is a fellow of the Family Firm Institute and the Business Family Foundation. Professor Davis is a top-rated educational resource for

the Young Presidents' Organization, speaking worldwide to its family company members.

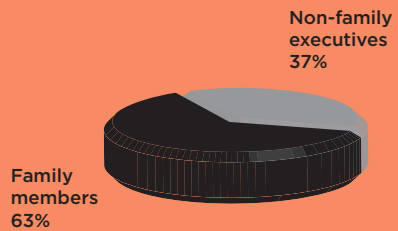
Co-author (with Marion McCollom Hampton and others) of *Generation to Generation: Life Cycles of the Family Business*, he has published on a wide range of topics pertinent to family companies. His theories and observations have been cited by the *Wall Street Journal*, *New York Times*, *Financial Times*, *Economist*, *BusinessWeek*, *Family Business*, and many other publications.

SUCCESSION PLANNING. CHANGING VALUES FROM GENERATION TO GENERATION. DIVISION OF ROLES AND RESPONSIBILITIES.

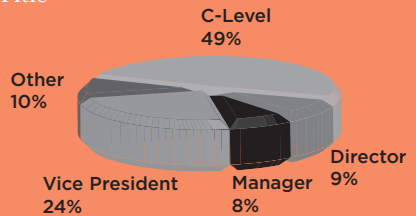
FAMILY-MANAGED BUSINESSES FACE REAL AND UNIQUE CHALLENGES.

OVER TWO DAYS, YOU WILL HAVE THE RARE OPPORTUNITY TO LEARN THE PRINCIPLES, PRACTICES, AND SECRETS OF SUCCESSFUL FAMILY-MANAGED BUSINESSES FROM THE WORLD'S FOREMOST AUTHORITY—JOHN DAVIS.

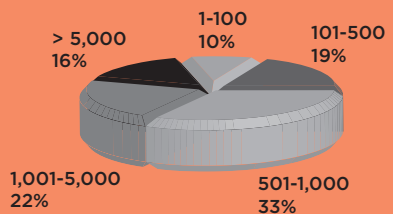
Participant Breakdown



Job Title



Company Size



This program is designed for all individuals involved in a family business – family members who are active and those who are not active in the business, as well as non-family company executives. Attendees come from a variety of industries, company sizes and geographic locations. HSM encourages the participation of groups of 3 or more with individuals representing more than one generation.

AGENDA

Learn the principles and practices of successful family companies

DAY 1 - NOVEMBER 19

- | | |
|----------------|--|
| 8-9 AM | WELCOME AND REGISTRATION |
| 9-10:30 AM | <p>1. FUNDAMENTALS OF FAMILY BUSINESS MANAGEMENT</p> <ul style="list-style-type: none">• Why successful family businesses outperform the rest• The key principles to effectively manage a family business• Non-family executives: How to pay them, recognize success, and retain the most talented• Growth and control: How to build a sound strategy to keep the entrepreneurial spirit alive• Conflict resolution in the family business |
| 10:30-10:50 AM | COFFEE BREAK |
| 10:50-12:20 PM | <p>2. LIFE CYCLES OF THE FAMILY BUSINESS</p> <ul style="list-style-type: none">• Inside family business: Cycles, management challenges and financial dilemmas• Family business life cycles and how to effectively manage them• How ownership, family, and business change over time: The three developmental dimensions• Tales of outsiders: How to be a successful leader when you are not a family member |
| 12:20-1:30 PM | LUNCH WITH JOHN DAVIS |
| 1:30-3:15 PM | <p>3. GOVERNANCE OF THE FAMILY BUSINESS SYSTEM</p> <ul style="list-style-type: none">• On roles, rights and responsibilities of founders, leaders and family members• Developing effective boards of directors, family councils and advisory boards• How to create better policies and plans to improve the family's involvement with the business• Leadership in the family business system |
| 3:15-3:45 PM | COFFEE BREAK |
| 3:45-5 PM | <p>4. BREAKOUT ON FAMILY GOVERNANCE</p> <ul style="list-style-type: none">• Controlling Owner Systems• Sibling and Cousin Systems |



DAY 2 - NOVEMBER 20

9:10-10:15 AM

1. DEVELOPING THE NEXT GENERATION

(Led by Marion McCollom Hampton*)

- Generational change: How to avoid crises when passing the baton
- How to get the next generation ready: Dealing with the family, professional managers and employees
- Building performance measurement and appraisal systems

10:15-10:35 AM

COFFEE BREAK

10:35-12 PM

2. MANAGING SUCCESSION AND CONTINUITY

- Preparing for departure: When the family leader leaves
- Issues that inhibit an effective management and ownership succession transition and how to manage them
- How to deal with the changes in management structure and ownership

12-1:30 PM

BREAKOUT LUNCH: Attendees will be divided into two groups for moderated discussion on *Organizing Your Family for Success*

1:30-2:40 PM

3. THE SUCCESSFUL FAMILY BUSINESS

In this session, a leader of a prominent family-owned business will present a case study on their organization, exploring management challenges, strategies and best practices.

2:40-3 PM

COFFEE BREAK

3-4:30 PM

4. SECRETS OF LONG-TERM SURVIVAL AND SUCCESS

- Wealth in business families: Crutch or catalyst
- How to effectively manage the relationship between shareholders (the family)
- Growth strategies in family business: Opportunities, challenges and caveats

***Marion McCollom Hampton** is Partner and Managing Director for Research and Education with the Owner Managed Business Institute in Cambridge, MA. She has been active in the family business field for 20 years, and has been named a Fellow in the Family Firm Institute. She is co-author, with John Davis and others, of *Generation to Generation: Life Cycles of the Family Business*, a foundational work in the family business field.

Dr. Hampton maintains an active consulting practice in the family business field, focused on helping families address relationship and governance issues to achieve business continuity from generation to generation. She works closely with families to design specific strategies and structures to pass on their private enterprise and a legacy of wealth stewardship.

GENERAL INFORMATION

Date & Venue

November 19-20, 2008

Cipriani at Rockefeller Center
30 Rockefeller Center - 64th Floor
Pegasus Room
New York City



Special Accommodations

Visit hsmglobal.com/us/davis for more information.

Each Attendee Will Receive

- A copy of *Generation to Generation*, co-authored by John Davis
- Attendee Profile and Contact List
- Working Materials
- Meals
- Attendance Certificate



Limited Availability

Limited to 120 attendees

All applications are subject to approval by HSM

Program Fee

Regular Price: \$4,500

Before November 7th: \$3,900

Corporate Offer

Three Tickets: \$11,100 (\$3,700 per attendee)

Five Tickets: \$17,250 (\$3,450 per attendee)

To receive the Special Offer, payment must be received by November 7th.

Three Ways to Register

Phone 866 711 4476 | 9 am - 6 pm EST

212 317 8454 (If dialing internationally)

Fax 212 308 6788

Website hsmglobal.com/us/davis

For more information, contact us at info.us@hsmglobal.com



REGISTRATION FORM

FAMILY-MANAGED BUSINESS with JOHN DAVIS

NOVEMBER 19-20, 2008

CIPRIANI AT ROCKEFELLER CENTER - NEW YORK CITY

REGULAR PROGRAM FEE: \$4,500

BEFORE NOVEMBER 7TH: \$3,900

For registration or more information on the program, please visit our website at hsmglobal.com/us/davis, call **866 711 4476**, or fax this registration form to **212 308 6788**.

NAME _____

TITLE _____ DEPARTMENT _____

COMPANY _____ INDUSTRY _____

COMPANY TYPE PUBLIC PRIVATE FAMILY OWNED

COMPANY SIZE (EMPLOYEES) <50 50 to 100 101 to 500 501 to 1000 > 1000

ADDRESS _____ CITY _____

STATE/PROVINCE _____ ZIP/POSTAL CODE _____ COUNTRY _____

EMAIL _____ BUSINESS PHONE NUMBER _____ FAX NUMBER _____

Your contact information ,excluding your phone number, will be shared with other attendees at the event.

Please don't share my information. I'm not interested in receiving the Attendee Profile.

Pricing (before November 7th, 2008)

Early Registration Offer: \$3,900 Attendees: ____

Corporate Offer

Three Tickets: \$11,100 (\$3,700 per attendee)

Five Tickets: \$17,250 (\$3,450 per attendee)

To receive the Special Offer, payment must be received by November 7th.

Payment Options

Check enclosed (Make check payable to HSM Americas, Inc.)

Bill me

Visa Mastercard American Express Diners Club Discover

CARD NUMBER _____ EXPIRATION DATE _____

CARDHOLDER'S NAME _____ CARDHOLDER'S SIGNATURE _____

Which of the following topics would you like HSM to include in its future programs?

- Execution Negotiation Leadership Personal Development Customer Experience
- Teamwork Green Biz Innovation Sales/Marketing Change Management

Cancellation & refund policy: If you request cancellation up to 60 days prior to the event ("Cancellation Deadline"), the refund will be processed in the same manner (i.e. credit card, check, etc.) that the registration payment was made, less a processing fee of \$500 per ticket. For cancellations in writing requested after the Cancellation Deadline and before 21 days prior to the event ("Credit Deadline"), a credit refund will be granted for HSM events to be held until 12/31/09 for the value of your purchase. After the Credit Deadline tickets may only be transferred to a substitute participant. We reserve the right to cancel the event, and if this occurs, we shall refund the total fee paid.

Scheduling: We reserve the right to make any changes without prior notice.

Detailed Terms and Conditions can be found in the Register section at hsmglobal.com/us/davis

CODE: SJD/3MD/WEB1/08

"Succession is not just about passing on your business. It's about passing on your legacy."



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HSM GROUP

501 Madison Avenue
10th Floor
New York, NY 10022
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UPCOMING EVENTS 2008

World Business Forum, Sept. 23-24

Leading From Your Strengths with **Marcus Buckingham**, Sept. 25

Winning Negotiation Strategies with **William Ury**, Oct. 14-15

World Finance & Economy Summit, Oct. 16

Two Days with **Jack Welch**, Oct. 21-22

Execution in Action with **Larry Bossidy**, Oct. 28-29

Building Winning Teams with **Patrick Lencioni**, Nov. 12-13

Making Creativity & Innovation Happen with **Michael Eisner**, Nov. 18

For an updated list of events, visit hsmglobal.com/us