FOX ENTERPRISE FAMILY PLANNING WORKSHOP

July 13-15, 2021
Chicago, IL
and Virtually

Building an Enterprise Family Plan

"Organizing the Sum of the Parts"

The FOX Enterprise Family Planning Workshop offers a thoughtful approach to organizing the complex dimensions of your Enterprise Family. If you are facing complexity created by multiple generations, multiple businesses, joint properties, investment portfolios, and family foundations, you may need a master plan to oversee and manage all the various elements of shared ownership.

"This workshop is a wonderful opportunity to learn how to evaluate the family at a 60,000 level and to understand the building blocks to support the family enterprise. Every family member should attend!" *- 2019 Attendee*

Family Office Exchange

WORKSHOP SCHEDULE

9:00 am - 4:00 pm (CST) each day with an hour for the lunch conversations.

WHO SHOULD ATTEND

Ideal for family members, family office executives, and board members who are seeking to establish a long-term vision and strategies for the many dimensions of the Enterprise. Defining goals and strategies for organizing these entities, creating a workable governance structure, and reviewing case studies to demonstrate the concepts is the purpose for this workshop.

ATTENDEE QUOTES

"Be sure to bring other family members as a lot of the value comes from being here together and thinking & talking real time."

"The big picture reasons as to why to go through this journey are illuminated. Hearing from other families gives perspective, comfort & other ideas."

"Do yourself and your family a big favor by attending. The examples in each module are outstanding and if you're struggling to "find your way" - this workshop will give you a very good roadmap on how to proceed."

TO REGISTER AND LEARN MORE

To see the full agenda and register, visit us online at **familyoffice.com/EFP** or contact your relationship manager. For questions, please contact us at **events@familyoffice.com**.

OVERVIEW

There are many complexities that come with being an Enterprise Family. What starts out as a family business gradually evolves into multiple businesses, major real estate holdings, investment portfolios, multi-generational ownership structures, and philanthropic and community impact. Successful families need a thoughtful way to plan for, organize, and oversee these complex family activities, all of which are a part of the Enterprise Family Plan.

CHARACTERISTICS OF AN ENTERPRISE FAMILY

Families striving to be enterprises develop these qualities by the cousins generation:

- Common history and values
- Commitment to shared ownership
- Family alignment across generations
- Collective vision for the future
- Investment in the human capital
- Formal governance process
- A desire to evolve and change
- A sense of social responsibility

FOX ENTERPRISE FAMILY PLANNING WORKSHOP STRUCTURE

DAY 1: JULY 13 PURPOSE AND VISION FOR THE ENTERPRISE

1.1 Benefits of Enterprise Thinking
- Impact of shared ownership
- Rooms in the enterprise house
- Goals for enterprise capital
- Managing the sum of the parts

1.00 CPE | Specialized Knowledge

1.2 Align Purpose with History and Values
- Understanding family history
- Defining family values and principles
- Degrees of togetherness
- Managing family change

1.50 CPE | Specialized Knowledge

1.3 Move Across Generational Bridges
- Generational profiles and challenges
- Natural polarities in all families
- Creative friction leading to change
- Responsibilities that can't be delegated

1.50 CPE | Specialized Knowledge

1.4 Develop a Shared Vision for the Future
- Links to family history
- Scenario planning to build consensus
- Timeline of transitions and trigger events
- Five strategic questions

1.50 CPE | Specialized Knowledge

DAY 2: JULY 14 STRATEGIC PLANNING AND EXECUTION

2.1 Analyze Opportunities and Risks
- Framework to define the enterprise
- Identify opportunities across all domains
- Understand critical risk factors
- Update timeline of transitions

1.50 CPE | Specialized Knowledge

2.2 Set Strategic Goals and Assess Capabilities
- Goal setting linked to family vision
- The "sum of the parts" advantage
- Complexity factors impacting families
- GAP analysis process

1.50 CPE | Specialized Knowledge

2.3 Define Priorities and Allocate Capital
- Agree on process for setting priorities
- Inventory the multiple priorities
- Allocate capital and scarce resources
- Case Study: priority ranking process

1.50 CPE | Specialized Knowledge

2.4 Identify Project Plans and Define Metrics
- Project plans for each key strategy
- Accountability for execution process
- Selection of key success factors
- Process for annual review of metrics

1.50 CPE | Specialized Knowledge

DAY 3: JULY 15 FAMILY GOVERNANCE AND LEADERSHIP DEVELOPMENT

3.1 Structure Family Governance Process
- Three dynamics of governance
- Benefits of a formal governance process
- The evolution of governance through generational stages
- Six duties of governing boards

1.50 CPE | Specialized Knowledge

3.2 Invest in Leadership Development
- Develop a structured learning curriculum
- Leadership skills needed for the enterprise
- Development plans for skills and experiences
- Formal leadership selection process

1.50 CPE | Specialized Knowledge

3.3 Plan for Leadership Transitions
- Understanding the transition cycles
- Passing the torch – case studies
- The challenge of "letting go"
- The challenge of "taking charge"

1.50 CPE | Specialized Knowledge

3.4 Wrap Up: Insights and Reflections on the Planning Process

CPE is not available for this section.

FOX ENTERPRISE FAMILY PLANNING WORKSHOP PRESENTERS

Sara Hamilton

Founder and Chief Executive Officer

Sara Hamilton is the Founder and CEO of Family Office Exchange (FOX),a thought leader for 30 years regarding the business of managing the family enterprise and the family's wealth across generations. The strength of the FOX network is derived from the collective knowledge and experience of over 500 globally-minded family enterprises and their advisors based in 20 countries. FOX has a staff of 47 professionals and Sara is based in the Chicago home office.

A recognized visionary in the private wealth community, Sara provides strategic direction for FOX and leads the development of programs and services supporting wealthy individuals, family office executives, and wealth advisory firms globally. For three years running, she was named as one of the "Top 50 Women in Wealth Management" by Wealth Manager.

Sara is the co-author of Family Legacy and Leadership: Preserving True Family Wealth in Challenging Times and serves on the executive education faculty of the University of Chicago Booth School of Business for the "Private Wealth Management" course offered twice a year in Chicago.

Scott Winget

Market Leader, Enterprise Families

Scott Winget is Market Leader for Enterprise Families at Family Office Exchange (FOX). In his role, Scott serves as Co-Chair for Enterprise and Executive Councils, where members can share experiences, ideas and best practices with veteran peers in a confidential environment.

Scott also serves as relationship manager for Enterprise Family members, in order to understand their unique needs and provide them with access to important research and objective guidance.

Serving families for over 25 years in the areas of family office, wealth management and estate and tax planning, Scott brings significant experience to FOX and its members.

Prior to joining FOX, Scott created and led multi-disciplinary and award-winning consulting groups that provided comprehensive family office services to clients at various multi-family office groups and began his career as a tax planning specialist with Arthur Andersen and EY. Scott is a licensed CPA and holds a J.D.

Mindy Kalinowski Earley, CMP, CFBA

Chief Learning Officer

Mindy Kalinowski Earley is Chief Learning Officer for Family Office Exchange. In her role, she works to foster integrated learning programs for enterprise families and is responsible for developing the family learning community. She co-chairs the FOX Rising Gen program, co-chairs the Family Learning and Experience Council and serves as an outsourced Chief Learning Office to FOX members. Mindy is inspired by helping people learn, grow and discover the way that they will make personal and productive contributions, using their strengths and talents.

Mindy has held various roles in small and large family offices and has been responsible for creating and stewarding professional learning networks in support of human and intellectual capital. She has designed learning experiences that increase the knowledge base and enhance the life path of individuals while providing personalized support and coaching to help them meet their goals.

Peter Moustakerski

FOX Advisory Board and Former FOX Member

Peter Moustakerski is a seasoned C-level strategist and operator in financial services, media and marketing technology, and a former family office executive, management consultant, and entrepreneur.

Peter has served as an innovation and growth-focused leader for a number of private and public companies at various stages, as well as founding two start-ups in New York City and China. Most recently, as Chief Strategy Officer of News America Marketing, he built and led the Corporate Strategy and M&A function, completed the company's successful spin-off from its parent company News Corp. Over the past 25 years, Peter has amassed broad experience in corporate strategy, innovation, management, and operations, working with premier companies, including Booz Allen Hamilton, UBS, and Bridgewater Associates.

From 2010 to 2012, Peter served as the Chief Operating Officer for the family office of the founder of Bridgewater Associates. In that role, Peter worked closely with the principal family members to envision and oversee the redesign of the family office strategy and day-to-day operations of the office to better serve the evolving needs of the family. In that capacity, Peter used FOX as a resource for relevant best practices and benchmarks, confidential peer networking, objective advice, and continuous learning.

FIELD OF STUDY **Specialized Knowledge** | Up to **16 CPE Credits** can be earned by attending this event. CPE credits are accepted at the option of state certifying boards. Requirements, compliance procedures and acceptance may vary by state.

PROGRAM LEVEL **Overview** | **No prerequisites are required for any of the sessions.** **DELIVERY METHOD** **Group Intenet Based**

LEARNING OBJECTIVES Upon completion of this program, participants will gain an understanding of the steps required, and mistakes to avoid, when developing an effective family office and Enterprise Family strategy.

FOX ENTERPRISE FAMILY PLANNING WORKSHOP REGISTRATION

HOW TO REGISTER

Advance registration is required. All attendees must register on-line or submit this form by July 10, 2021.

Email: events@familyoffice.com
Online: familyoffice.com/EFP
Phone: 312.327.1221

VENUE, ACCOMMODATIONS, AND SAFETY

Our Chicago venue and recommended accommodation information to be announced. Health and safety measures will be in place at the workshop according to local and government guidelines.

REGISTRATION OPTIONS

I will attend:
☐ In Person in Chicago ☐ Virtually

	FOX MEMBER	NON-MEMBERS
FIRST PAID ATTENDEE	☐ $3,900	☐ $4,800
MULTIPLE ATTENDEES	☐ $3,500	☐ $4,300

PAYMENT METHOD

To pay by credit card please call the Events Team directly at 1.312.327.1221 and provide credit card details or register online at familyoffice.com.

Note: credit card payments over $7,500.00 are subject to a 3.5% fee on the entire payment.

All registrations subject to approval by Family Office Exchange. For event registrations, refunds of payment will be offered if the cancellation is made in writing to Family Office Exchange at events@familyoffice.com five (5) or more business days prior to the start of the event. For more information regarding complaints or administrative policies please call 312-327-1200.

ATTENDEE INFORMATION

Name (First/Last)

Family Founder

Family Office Name

Residential Address (for mailing workshop materials)

City

State/Province

Country

Zip/Postal Code

Phone

E-mail

Do you have any special dietary or other needs?

FAMILY PROFILE

1. **Generations involved:**
   Gen ☐ to ☐
2. **Your generation:**
   Gen ☐
3. **Number of siblings/cousins in your generation:**
4. **Committees/boards you serve on:**

Roles you have in the Enterprise:
(Check all that apply.)

☐ Board Member
☐ Committee Member
☐ Trustee
☐ Beneficiary
☐ Employee of the family business
☐ Employee of the holding company
☐ Parent
☐ Philanthropist
☐ Other

REGISTRATION QUESTIONS

1. **What to you hope to learn from this workshop specifically?**

2. **What are the biggest challenges your family faces?**

3. **Is there a clear vision for your family's future together?**
   ☐ Yes ☐ No ☐ Unsure

4. **Is there a formal governance structure in place?**
   ☐ Yes ☐ No ☐ Unsure

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