

THE FOX FAMILY ENTERPRISE THINKING WORKSHOP

Strengthen the Family With Enterprise Thinking

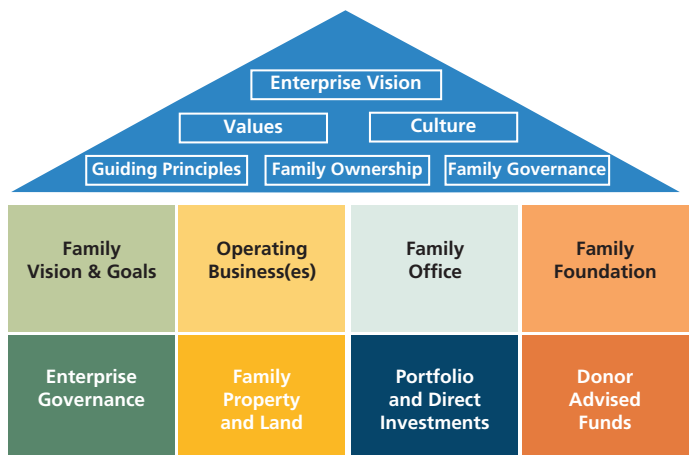
December 5-6, 2018 | Fairmont Chicago Millennium Park



There are many complexities that come with being a family enterprise. What starts out as a family business gradually evolves into multiple businesses, major real estate holdings, multi-generational ownership structures, and investment portfolios along with philanthropy 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 Family Enterprise.

The FOX Family Enterprise Workshop will give you the tools to design and implement a vision and long-term plan for your family's future. Attendees will learn about developing a framework for their own family enterprise plan, a process for outlining critical action steps, and the key questions every enterprise must consider.

The audience for this workshop is board members, family leaders, and family office executives who understand that the family has grown bigger than the business, and need to design an architecture plan for managing all the disparate parts. We encourage you to attend the workshop as a leadership team to establish a roadmap for your family's future.



Join other family leaders
and share your experiences.

This workshop will run from 9:00 am - 5:00 pm each day. There will be breaks between each module. Breakfast and lunch will be provided, and we will host a dinner at the end of the first day for networking among families.

Family Enterprise Planning Roadmap



FAMILY COMMITMENT AND ALIGNMENT

How much "togetherness" is the right amount in our family?
What are the areas of common interest across the family?
How do we ensure that interests are aligned across family branches?



SHARED FAMILY VISION

What do we want to build and preserve for future generations?
What level of complexity do we want for our children to have to manage?
What is our shared vision of the future together?



ENTERPRISE GOALS AND RISKS

What goals do we need to develop to reach our shared vision?
What governance structure supports the enterprise vision?
How do we identify the best opportunities and the greatest risks?
What timelines and trigger events do we need to plan for?



FAMILY GOVERNANCE

How do we build trust in a system with shared control?
What strategies will be required to support our goals?
What are the metrics we will use to define our success?



LEARNING AND LEADERSHIP

How do we prepare the next generation for ownership and stewardship?
How do we identify skills and interests among family members?
How will we fairly select future family leaders and train them for leadership?

MODULE 1

Family Enterprise Thinking

Families with an enterprise mindset recognize the complexity of all that they own together and understand the importance of managing its business, financial, human, and social capital in a thoughtful and intentional way for the good of all owners. In this session, FOX will show you how to develop a Family Enterprise Framework that supports the vision. This process will help you organize your thinking and your resources to build a framework for the future.

Content to be Covered:

- Develop a clear profile of the enterprise
- Understand how the enterprise supports the vision
- Recognize family opportunities and risks
- Set guiding principles for the enterprise
- Design essential structures to support the enterprise
- Build strategic relations with key advisors

MODULE 2

Family Commitment and Alignment

What makes your family unique? Where is the energy in the family? What are the synergies in working together? All of these questions are important to consider as you contemplate the challenges and benefits for the long-term. Sharing ownership means sharing control, and sharing control means sharing risk. Having frank conversations about the benefits of staying together, and the work involved in doing so, is critical to securing the collective family's commitment to the family enterprise and a future together. It helps to begin with an understanding of the past as a prologue to the future.

Content to be Covered:

- Discuss family views on togetherness
- Recognize generational patterns in families
- Analyze the family's prior history
- Understand values and guiding principles
- Identify patterns and polarities that define families
- Analyze timeline and trigger events

MODULE 3

Shared Vision for the Family's Future

"Every generation is a first generation." With each transition of leadership, it is important to review the purpose of the enterprise and the vision for where you are going together. Understanding the world's driving forces and mapping the family's collective views on risks and opportunities are ways to engage the family in productive dialogue about the future. Scenario planning provides a safe means for considering alternate paths for the future and gaining consensus around the best way forward. Crafting the desired future vision from many possible future scenarios will give the family confidence and clarity about their future direction.

Content to be Covered:

- Identify driving forces and key uncertainties
- Recognize and address disruptions that will impact future vision
- Develop current and future scenarios to explore alternatives
- Create a shared vision for the future of the enterprise
- Define key strategies and action steps to implement the vision

MODULE 4

Enterprise Goals and Risks

Just as you engage in strategic planning for the family business, so must you engage in planning for the family enterprise. Developing a family enterprise strategy means considering the goals of the business, the goals for family unity and engagement, and the family's commitments to community and philanthropy. Looking at the financial assets in an integrated manner with the input of the family, the family office (if one exists), and the trusted advisor team is an important part of the process. The family must articulate the enterprise goals in a substantive manner, and work together to define how success will be measured.

Content to be Covered:

- Three phases of enterprise planning
- Consolidate family goals into an enterprise view
- Develop integrated strategies that matters to owners
- Enterprise measure of success
- Do periodic scenario planning to revisit and refine the enterprise strategy

MODULE 5

The Importance of Governance and Leadership

Effective governance involves the development of a system (principles, policies, practices) that fosters trust, balances power, and helps family members work together to further their collective goals in a productive manner. Each layer of governance (e.g., Family Assembly, Family Enterprise Board, Family Committee) has unique roles, responsibilities and criteria for involvement. Good governance provides a means to navigate the inevitable transitions every family enterprise encounters.

Content to be Covered:

- Understand the benefits of a formal governance system
- Develop a decision-making process that is trusted
- Design governance structures to grow with the family
- Develop clear levels of authority and accountability for boards
- Develop performance metrics to monitor progress

MODULE 6

Foster Family Learning and Leadership Development

Most families want their wealth to be a source of satisfaction for their children and grandchildren. Developing a culture of learning and investing in a systematic approach to delivering age-appropriate financial education and leadership training is the best way to prepare family members to be responsible owners of wealth and life-long contributors to the family enterprise.

Content to be Covered:

- Engage the family in defining learning priorities for each generation
- Understand personal leadership skills and interests
- Develop an owner education program for all ages
- Identify family leadership roles and responsibilities
- Identify a leadership selection process using ind. advisors
- Structure a process to ensure a smooth transition

WRAP UP - Developing Key Action Steps For Your Enterprise

Using worksheets, we will help you develop a plan for moving your enterprise to the next level from wherever you are today. We will discuss roadblocks and action steps that can help move the family forward and how to gain family commitment for the process.

Registration Form

Please Answer the Following Questions:

How do you identify yourself?

- an established family enterprise
- an emerging family enterprise
- a business-centric family
- a financial family (without a core business)

How do you identify your roles?

(Mark all that apply)

- Business Leader
- Family Leader
- Rising Gen Leader
- Board Chairperson
- Board Member
- Trustee
- Family Office Executive
- Philanthropic Director
- Advisor to the Family
- Other

Which generation provides family leadership today?

G1 G2 G3 G4 G5 G6 G7 G8

Which generation are you?

G1 G2 G3 G4 G5 G6 G7 G8

How long has your family office been in existence?

Do you still own operating companies, and if so, how many?

Which of these six topics are most important to you in your situation?

- Family Enterprise Thinking
- Family Commitment and Alignment
- A Clear Vision for the Family's Future
- Enterprise Goals and Risks
- The Importance of Governance and Leadership
- Family Learning and Leadership Development

Will you attend dinner on Wednesday, December 5?

- Yes
- No

What do you hope to learn from this workshop?

Questions?

Contact us at events@familyoffice.com or call 312.327.1221

Registration for this workshop is limited to Wealth Owners, Family Office Executives, and Independent Board Members of a Family Enterprise.

All registrations are subject to approval by FOX.

Two Ways to Register

Space is limited, all attendees must submit this registration form prior to the event to secure a seat.

1. Scan and email to: events@familyoffice.com
2. Register online at: <https://www.familyoffice.com>
3. Fax this form to: [1.312.327.1212](tel:13123271212)

Attendee Information

Name (First/Last)

Family Name and Family Office Firm Name

Title

Street Address

City

State/Province

Country

Zip/Postal Code

Phone

E-mail

How did you hear about this workshop?

Do you have any dietary or special needs?

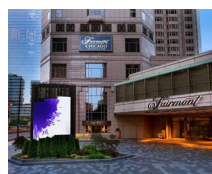
Registration Fees and Meeting Location

First Attendee

\$3,500

Additional Attendees

\$3,000 ea.



Fairmont Chicago Millennium Park

200 North Columbus Drive
Chicago, IL 60601
Phone: 1.312.565.8000

Information regarding accommodations at the Fairmont Chicago will be available shortly. Please visit the FOX website at www.familyoffice.com/FOXEnterprise2018 or email us at events@familyoffice.com

Payment Method

- Payment by check is enclosed. (Check payable in U.S. dollars to Family Office Exchange)

Please mail check to: **Family Office Exchange ATTN: Events**
100 S Wacker Drive, Suite 800, Chicago, IL 60606

- To pay by credit card please call the Events team directly at **312.327.1221** and provide credit card details.

For event registrations, refunds will be made 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.