



WSWA NextGen Summit Forward Thinking Families

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Introductions



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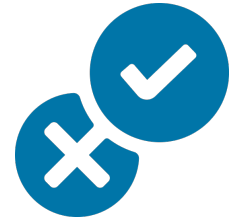
WINE & SPIRITS
WHOLESALERS
OF AMERICA

Goals:

- ✓ Thought-provoking material & ideas to take back home
- ✓ Facilitated learning from others
- ✓ You are not alone:
Resource – The FBCG



Quick Survey Results



- How informed and comfortable are you with your family's plans for continuity? **3.8 average** (1-5 scale)
 - 28% Very comfortable and well informed
 - 40% Well informed, but would like to know more
 - 20% Still a lot I don't know
 - 12% Not at all informed / a little informed

Quick Survey Results

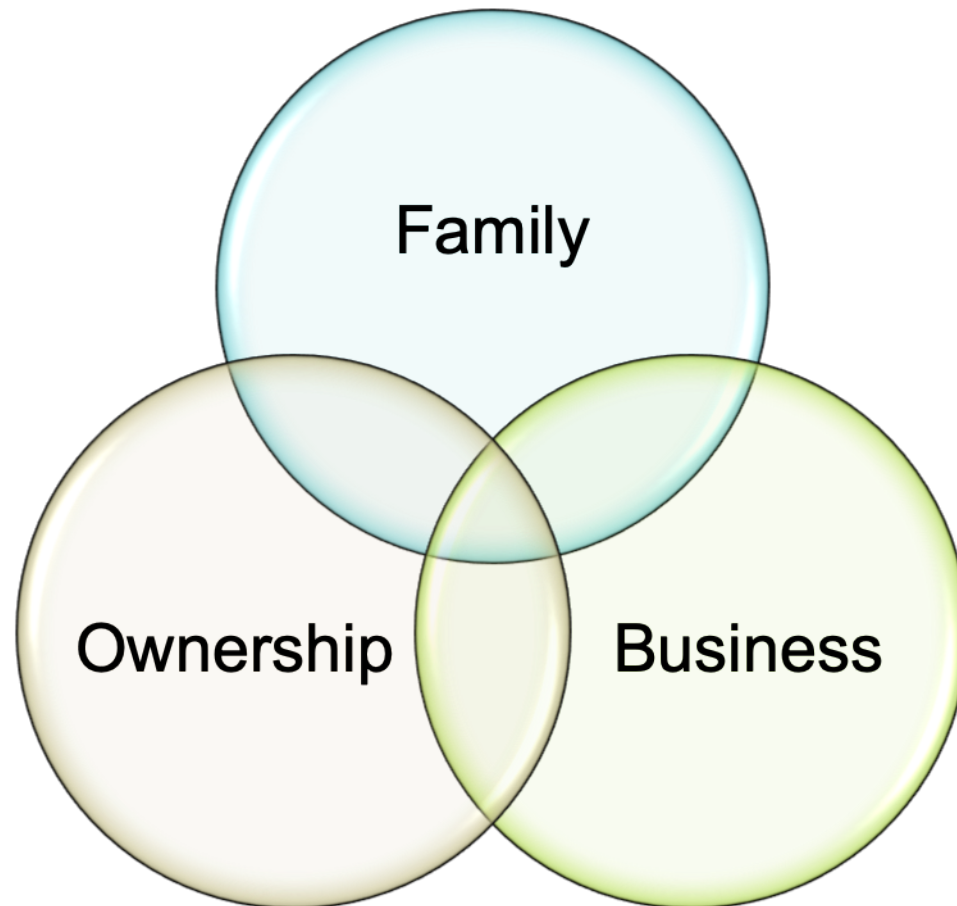
- How aligned do you think you are as an ownership group?
- **Average 70 score on 1 -100 scale**
- How effectively do you think crucial information flows between generations in ownership?
- **Average 55 score on 1-100 scale**

Survey Comment Themes

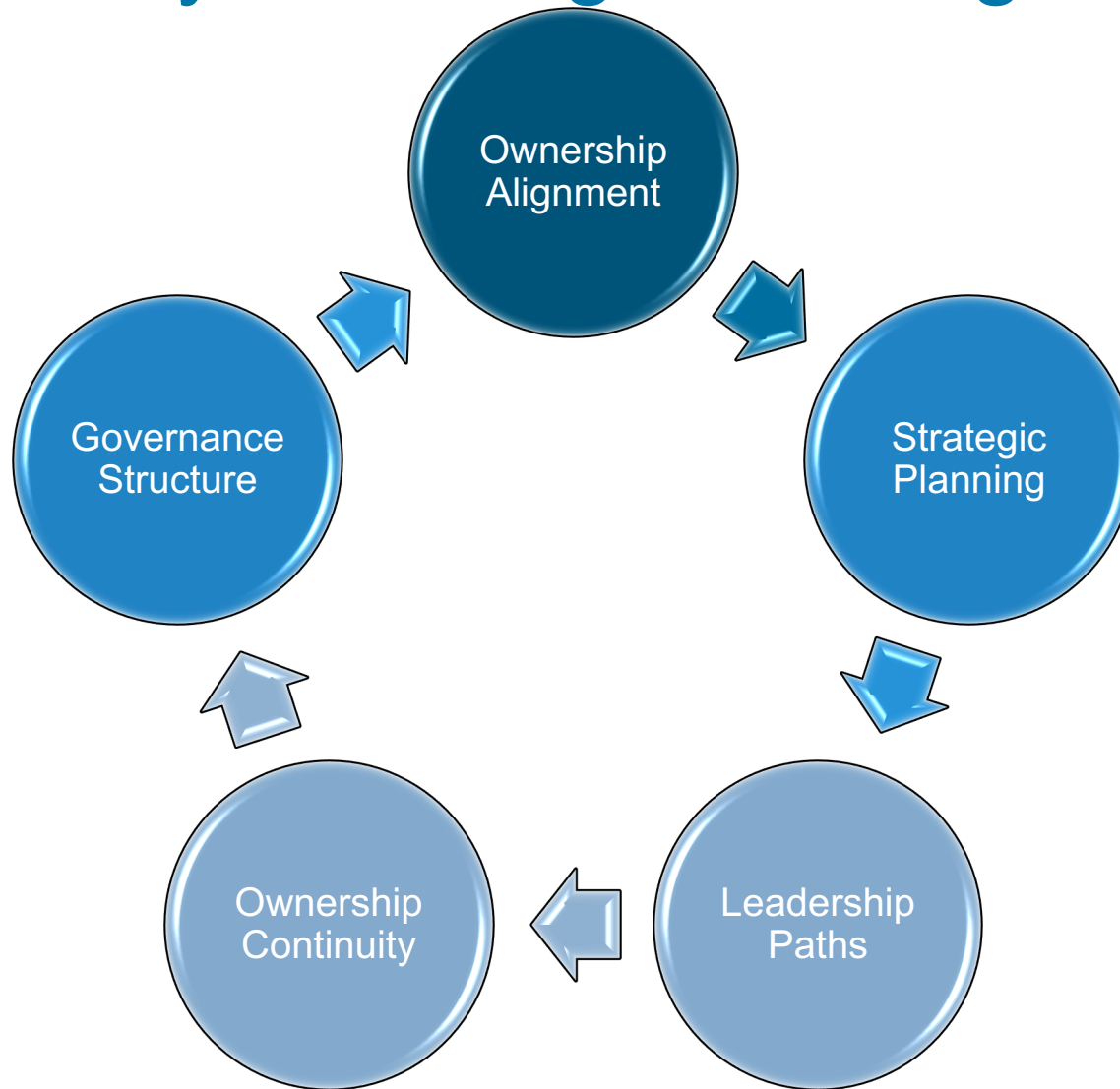
- Intergenerational challenges: Communication, differing perspectives, family dynamics
- Multiple roles
 - Managing being family and business partners
 - Separation of work / family life
 - Generational roles
 - Gender roles / Married-ins
 - Operating / Non-operating family owners
- Succession / Transition / Continuity planning
 - Multiple stakeholders
- Market / Economic challenges



Continuity Planning Across the Family Enterprise



Continuity Planning: Thinking Forward



Continuity Planning Starts with Ownership Alignment

Sense of Purpose, Goals, Agreements



Buy-Sell /
Shareholder
Agreements /
Trusts

Communication
Ground Rules

Roles,
Responsibilities,
Boundaries

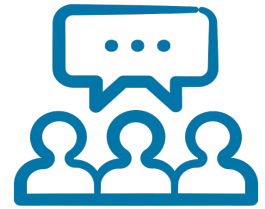
Financial
Strategy:
Growth, Risk,
Profitability,
Liquidity

Peer Sharing



- Each group should select a **designated speaker**
- What are some of the **highlights and themes** from your table?
- What did you **learn** from one another?
- Maintain **confidentiality!** No names

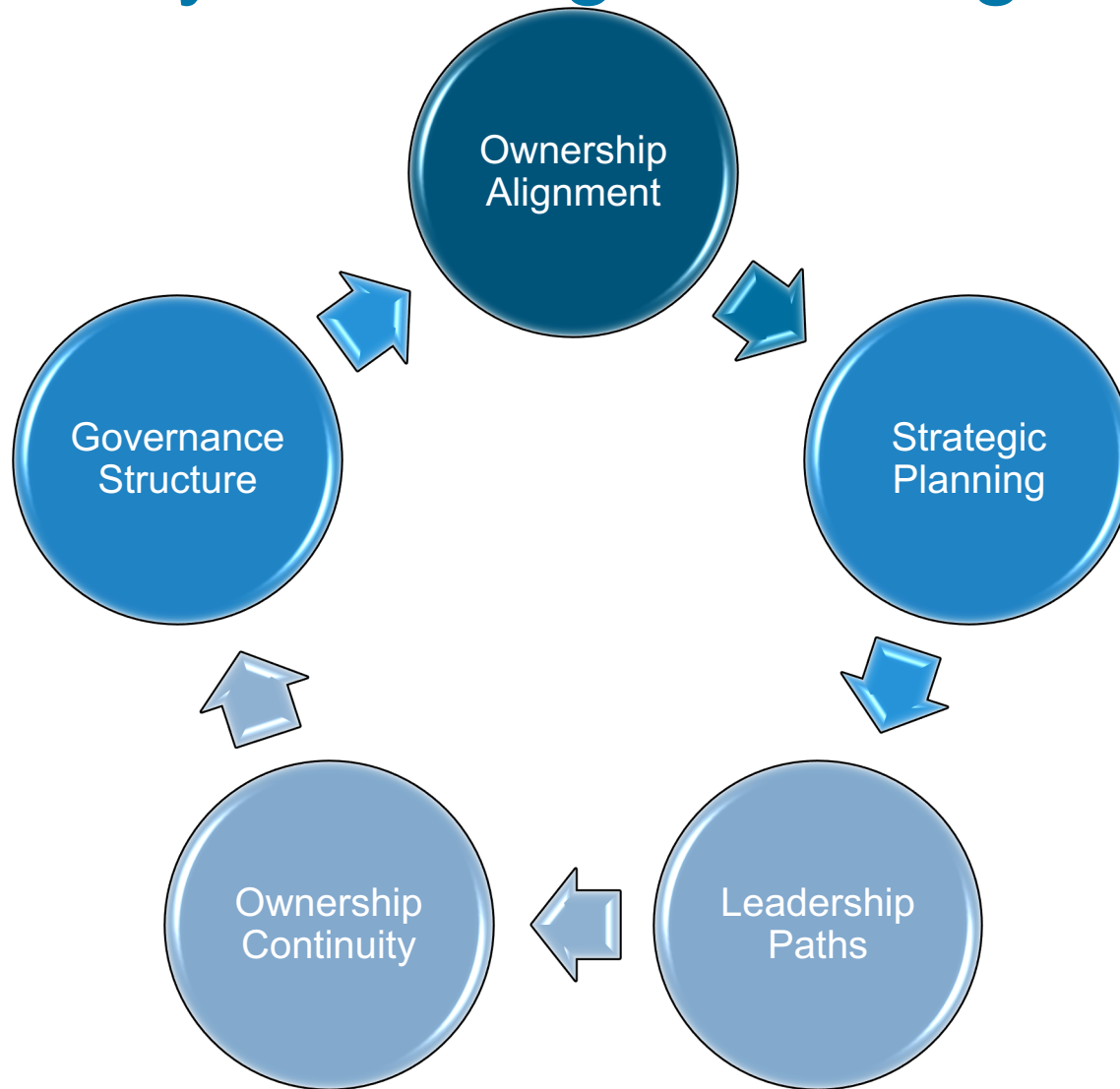
Small Group Sharing



- **Forward-Thinking:**
 - Which topics are you already addressing?
 - How is it going?

- **Need to Boost:**
 - Which topics do you need to be paying more attention to?
 - What would you like to bring back to your family from today?

Continuity Planning: Thinking Forward



Forward Thinking Families

- 1) Ownership Alignment +
- 2) Strategic Planning +
- 3) Agreements to support your goals =
- 4) Successful continuity across generations
- 5) It is never too early to start!



The Family Business Consulting Group

Ensure our clients prosper across generations protecting the integrity of both the family AND enterprise.

- **Trusted** by thousands of successful, multi-generational family enterprises + the family's trusted advisors
- **Experience** to facilitate alignment, continuity, structure and stability to the family enterprise system – this is all we do, all day, everyday
- **Know-how** to implement customized solutions to your unique family's requirements within the industry



Family Champions and Champion Families

Developing Family Leaders to Sustain the Family Enterprise

Joshua G. Nacht and Gregory G. Greenleaf



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