



Sessions in March & April – Always at 12 noon – 1:00 p.m. CST

Focusing on the PEOPLE SIDE OF BUSINESS TRANSITION  
presented by

**Dr. DONALD J. JONOVIC, PH.D.**  
**Family Business Management Services**



**Monday, March 21** (*register by March 14*)

### **Developing the Next Generation of Leaders—Family or “Non”**

As family farm businesses grow they also evolve and mature in ways that greatly change the kind of leadership that they need. Each generation of leaders needs to be very smart, tough-minded, flexible, creative, courageous, and determined. Dr. Jonovic shares how successful family operations have developed successful leaders from within the owning family, and addresses some of the unique strategies necessary for recruiting and retaining key people from outside the family.

**Monday, April 18** (*register by April 11*)

### **When Siblings Don’t Want To Work for Their Siblings**

It is challenging enough managing a business when there is a single “Boss,” who has the final say on important decisions and authority. Unfortunately, it is common for siblings farming together to inherit a deck stacked against success with no clear leader, equity and power distributed over a number of people, and a new ownership group with a history of each doing their own thing. Dr. Jonovic draws on his many years of experience helping sibling and cousin partnerships work through this leadership “gap” to develop decision and responsibility structures that draw the best from each partner while designing a management process and operating plan that can fill that important role of “The Boss.”

## **Sign Up Today!**

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call PDPW at 800-947-7379

