

The University of Connecticut Family Business Program is a self-funded, member-driven initiative founded in 1995 to provide professional advice, education and peer networks designed to add value to family-owned and entrepreneurial organizations. Leaning on the academic backbone of the UConn School of Business, the Family Business Program offers a distinctive opportunity to learn about the unique challenges of family and closely-held firms from professionals and peers in an unbiased, confidential environment. Our goal is to help family businesses develop strategies and policies that will serve to perpetuate family ownership while helping them make significant advances in functions related to business strategy, increased complexity, organizational structure, management practices and succession planning.

### Primary Member Activities

#### Family Business Speaker Series

We invite all family members and key non-family employees active in the business to participate in our Family Business Speaker Series. Invited speakers with expertise in managing organizations are invited to present a seminar for UConn Family Business Program members and guests. Seminars are held in Hartford and/or Fairfield counties and typically are held January through June and September through October. Follow-up meetings to discuss a seminar topic in further detail may be scheduled as needed and discussed in focus group sessions.

#### Peer Advisory Groups

Peer advisory groups are discussion groups that complement the Family Business Speaker Series. They are intimate groups of 8 - 12 participants who meet regularly to discuss matters of business and personal interest. Focus groups provide a confidential environment for idea exchange, family business education, and personal growth. They present an opportunity to learn by seeking advice from peers and professionals who have "been there, done that" and have insight to share. By providing an opportunity to explore solutions to a particular family or business challenge amongst peers, participants can convey their points of view without feeling "disloyal" to the family or the business itself. These sessions are skillfully managed and expertly facilitated.

#### Successors Focus Group -- Guiding Principles: Initiation & Awareness

The Successors Focus Group focuses on adult children and other succeeding family members or non-family executives entering the family business who are concerned with their roles within the business, communication strategies, conflict resolution, gender issues, sibling rivalry, compensation, strategic planning, management transition, leadership development, and more.

**Advanced Curriculum in Excellence (ACE) Focus Group -- Guiding Principle: Strategy**  
The ACE Focus Group focuses on relevant business strategy that owners, entrepreneurs, non-family executives, successors and co-preneurs face. Using the case study method, this group addresses issues such as technology and innovation, global competition, customer and supplier relationships, organization/employee development, and capital allocation.

#### Executive Forum -- Guiding Principle: Transition

The Executive Forum provides a unique opportunity for leading generation family members and owners to meet with other family business owners, non-family executives and industry professionals to talk about succession, estate planning, retirement, mentoring, conflict resolution, children and rivalry, boards of advisors, business growth, and more.

#### Manufacturers Focus Group -- Guiding Principle: Optimization

The Manufacturers Focus Group focuses on manufacturers and distributors or other trade industries interested in lean transformation, global export and trade, industrial marketing, vendor management, global strategy, costing, plant management, productivity, and more.

#### Fairfield County Focus Group -- Guiding Principle: Best Practices

The Fairfield County Focus Group focuses on the particular business and socio-economic needs of Fairfield county's family business community. Topics include succession planning, skill set development, non-family executives, boards of directors/advisors, ethical business practices, social responsibility, and change management.

### Special Program Initiatives

#### Graduate Solutions Program

Family Business Program members are in a unique position to participate in graduate-level practical application studies, serving as live case studies to gain input and solutions to a relevant business constraint or pending opportunity. These projects are designed to give full-time MBA students practical experience, under the supervision of UConn School of Business faculty, to solve real business problems in real business settings with real data, while adding value to family and closely-held firms. Students are required to develop a proposal, negotiate an end-product, execute the proposed assignment, prepare a final report, and present qualitative and quantitative findings and recommendations to the client and faculty member for evaluation and critique.

#### Program for International Exploration, Collaboration, and Education (PIECE)

To help Connecticut's family business community remain competitive on a global scale, the UConn Family Business Program offers the Program for International Exploration, Collaboration, and Education (PIECE) in partnership with regional constituents and the University of Connecticut's Center for International Business Education and Research (CIBER). The mission of the PIECE program is to develop an annual international trip for area family firms to identify business opportunities that may be available abroad and capture those opportunities relative to increasing market competitiveness and establishing a global presence.

#### Connecticut Family Business of the Year Awards

Each year, over 300 business owners, entrepreneurs, academicians and industry experts join the UConn Family Business Program in paying tribute to Connecticut's most successful family firms through the Connecticut Family Business of the Year Awards. Held each November at the flagship campus of the University of Connecticut in Storrs, the Connecticut Family Business of the Year Awards ceremony recognizes successful family firms in three categories: small-sized businesses, medium-sized businesses and large-sized businesses. Winners are chosen by a panel of outside judges and are evaluated for: Business success, Positive family and business linkage, Multi-generational family involvement, Dynamic contributions to community and industry, and Innovative business practices or strategies. The Connecticut Family Business of the Year Awards ceremony is a prestigious way to recognize and honor those family businesses that embody core family values and the best of American free enterprise. The awards are a celebration of the many contributions made by family firms - Connecticut's most effective mechanism for creating jobs, security and wealth.

#### Summer Entrepreneur Internship Program

The Entrepreneur Internship Program at the UConn School of Business, as managed by the Family Business Program, places students in summer internships at entrepreneurial ventures, providing the students with unique experiential learning opportunities and the host company with access to a core body of knowledge and skill set that will help in the completion of special projects important to the firm. Undergraduate business students with a specific interest in entrepreneurship are matched and placed with a host company and work for a 10-week period from May - July. During this time, interns are compensated by the host company and required to attend four on-campus full-day seminars to bridge the gap between classroom and "real world" experience.

Literature, Publications & Research

Enterprising Family Issues

Enterprising Family Issues is the UConn Family Business Program's newsletter. Our network of faculty and industry professionals are busy providing Connecticut's family business community with the most up-to-date research and findings that directly impact your business.

Family Business Library

The UConn Family Business Program houses an extensive book lending library that is available to our members. Here, members can borrow books, handbooks, journals, and magazines to learn more about business strategy, consumer behavior, family business survival, preserving the legacy, and personal growth.

Creating New Knowledge

An essential element of the University of Connecticut's mission is the development of knowledge that helps shape the global community. As a function of the School of Business Management Department, the Family Business Program supports the school's commitment to basic and applied research through annual financial contributions and access to owners of family and closely-held firms.

Founded in 1941, the mission of the School of Business is to create and disseminate knowledge that significantly influences and enriches the students, the community of business scholars and the global world of business practice.

Standards of Excellence

University of Connecticut School of Business

The Family Business Program is a core element in the School of Business's outreach and experiential learning initiatives. Among the best in the nation, the University of Connecticut has been ranked by the US News & World Report as the #1 public university in New England for seven consecutive years.



University of Connecticut

FAMILY BUSINESS PROGRAM

2100 Hillside Road, Unit1041
Storrs, CT 06269-1041
phone: 860.486.5628
facsimile: 860.486.9116
business.uconn.edu

Family Business Program Governance

Connecticut Center for Entrepreneurship and Innovation (CCEI)

The Family Business Program is an initiative under the Connecticut Center for Entrepreneurship and Innovation. Housed in the Management Department of the UConn School of Business, the CCEI serves as a focal point for entrepreneurship at the University of Connecticut.

Faculty & Administration

Richard N. Dino, PhD - Chair of the Family Business Program, Executive Director of Experiential Learning, and Executive Director of the Connecticut Center for Entrepreneurship and Innovation
Priscilla M. Cale, MBA - Family Business Program Director

Family Business Program Members

The UConn Family Business Program is a member-driven initiative. Topics addressed are brought about through results of member assessments and open idea exchange. Membership is open to family businesses within the state with a corporate membership fee of \$2,500 per year.

Family Business Program Sponsors & Advisors

The Family Business Program is funded by memberships and corporate sponsors. Sponsors have significant expertise in helping family businesses identify and solve challenges in order to perpetuate family ownership.

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