



TRI-VALLEY ESTATE PLANNING COUNCIL

Join us for our Annual Blackhawk Museum Event

“Surviving Succession: Bridging the Generation Gap”

Please join the Tri Valley Estate Planning Council and other Bay Area estate planning councils on **January 12, 2012** for our annual reception, dinner, and presentation at the beautiful Blackhawk Auto Museum in Danville. We are extremely fortunate to start off the New Year with **Ricci Victorio, the Managing Partner of Mosaic Family Business Center**. Ricci has coached and facilitated multiple generation family business owners, their families and management teams through difficult ownership and management transitions since 1994. She is a recognized innovator in developing programs for teamwork and leadership training, strategic planning, communication enhancement programs for privately held companies across the country.

About the Topic: It can be perplexing to have multiple generations of family involved within the business. Each generation thinks differently and frequently there can be a lack of tolerance for differing business concepts, work ethic or lifestyle. As the next generation prepares to work in the business or already hold key leadership positions, how do you preserve outstanding non-family key managers without potentially disenfranchising talented family members to look for a career elsewhere? Developing and retaining a great management team is not easy and can take years to achieve optimum performance. What are the best ways to integrate these two very important entities without disrupting family harmony and business productivity? This presentation will include practical solutions for empowering family business teams to balance good business and good family relationships when they are blended together.

Thursday, January 12, 2011

**Blackhawk Museum
3700 Blackhawk Plaza
Danville**

5:30 PM No Host Bar and Registration
6:30 PM Dinner and Speaker

\$55 Per Person

*Reservations and cancellations need to be made by January 9th to be assured of a space
925.686.4819*

Send a check to the Council Office - 781 McKean Place Concord, CA 94518

Or to pay by credit card go to:
www.123signup.com/calendar?org=tvepc

Thank you to our sponsors!

***Linda Jaffe at John Muir Health Foundation 925.947.4449
and
Nancy Aldritt at Wells Fargo Private Bank 925.296.3629***