

Centre for Innovation, Management and Enterprise Education presents:

## **Structuring a Small-Medium Enterprise (SME) or Family Business**

This is the second seminar in the Family/Private Enterprise series, which may be taken alone or as part of the series. In this seminar we will discuss the organizational structure of a typical family or owner-managed business, and compare that structure with your own organization. We will address the matter of governance of your business, with particular emphasis on the role of Boards and other external influences on family and small/medium size enterprise operations. We will emphasize how every family or owner-managed business must develop strong policies and principles which both family members and non-family employees must adhere to, and we will suggest strategies to develop such policies.

Wed. Nov. 6, 2013, 9 a.m.- 4 p.m.  
Chamber Education Centre, 1 St. Paul St., St. Catharines  
\$299 plus HST (lunch included)

### **Instructors: Team of Tatyana Sokolyk, Rashmi Biswas, Janice Locke**

**Tatyana Sokolyk** is an Assistant Professor of Finance at Brock University. Dr. Sokolyk's research in entrepreneurial finance focuses on ownership structure and the use of credit by young entrepreneurial firms. Her research papers have won the best paper awards at several academic conferences and have been mentioned in *The Financial Times* and *Boston Globe*. Dr. Sokolyk taught entrepreneurial finance at the University of Wyoming prior to joining Brock University's Goodman School of Business.

**Rashmi Biswas** is co-owner of Lake and Associates Canada Inc., an Ontario based Management Consulting firm. An accomplished business leader with experience in the travel, gaming, retail, and car rental industries, Rashmi has worked in corporate and academic arenas in Canada, the US, and the UK. Rashmi is particularly skilled in the diagnosis and development of workplace learning solutions to address operational and strategic business needs. An experienced coach, and exceptional facilitator, Rashmi holds an MSc in Human Resource Management, a BSc (HONS), a Postgraduate Certificate in Adult Education, Facilitation and Training, and is a certified Myers-Briggs© Practitioner. Rashmi is the author of Rash Decisions: Accept where you are, and then...Be Amazing published by Balboa Press in January 2012.

**Janice Locke, CPA, CA** is a senior executive, entrepreneur and educator who has held the positions of CEO, COO and CFO for a variety of companies ranging from \$40 to \$225 million in North America and Europe. She is the recipient of both the Women of Influence and Women of Distinction Award for Business Leadership and Community Involvement. In addition to teaching at McMaster University and the Rotman School of Business, Janice partners with private and not-for profit organizations in all aspects of business leadership and success.

*To register for any seminar, please call the Greater Niagara Chamber of Commerce Office: 905 684-2361 OR e-mail [admin@gncc.ca](mailto:admin@gncc.ca).*