

Centre for Innovation, Management and Enterprise Education presents:

Succession Planning for Small and Family Business

This is the sixth and last seminar in the Family/Private Enterprise series, which may be taken alone or as part of the series. Succession planning is perhaps the hottest and most requested topic in the area of SME and family business studies and discussions. Today, many businesses are owned and operated by multiple generations of a family. If the business has been operating for a long time, it is very common to see two or three generations involved in the business. Generational differences, where attitudes and perspectives differ according to generation, can cause serious issues in the family and in the business. In this seminar we will define generational differences and discuss strategies to deal with this important topic. We will discuss talent management, longevity concerns and the whole matter of maintaining, growing or selling and closing a small or family business.

Tues. June 10, 2014 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.