



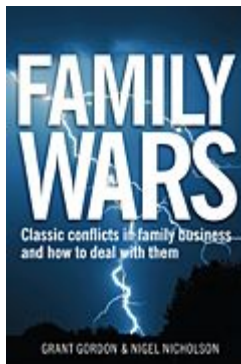
Dedicated to the Continuity of Family Businesses **I F E B**



Institute of Family and Entrepreneurial Business

School of Business
Byblos Campus

Family Wars: Managing Conflict and Risk in the Family Business



The Institute of Family and Entrepreneurial Business (IFEB) in the School of Business, at the Lebanese American University would like to announce its program on **"Family Wars: Managing Conflict and Risk in the Family Business"**. The program is led by the author of the recent renowned book "Family Wars" and world expert in the field of Family Business Management: **Mr. Grant Gordon** of the UK's Institute for Family Businesses with the participation of **Dr. Josiane Fahed-Sreih**, Associate Professor of Management, and Director of the Institute of Family and Entrepreneurial Business. It will be held on Thursday **March 18, 2010** from 9:00 a.m till 4:30 p.m.. in the Selina Korban auditorium, Byblos campus. Attendees will receive certificates of attendance at the end of the program.

This event is restricted to Family Business owners, Family Business leaders, their senior top executives and their close advisors. This private meeting will serve as a special closed forum for family business leaders and family members to identify the underlying causes that lead to wars in business families and how to avoid conflict arising.

Schedule

Sessions are scheduled daily from 9:00 a.m to 4:30 p.m, with short coffee breaks and a one-hour lunch break between lectures.

Program

Thursday, March 18, 2010

8:45 Registration

9:00- 10:30 Session 1

-Dr. Josiane Fahed-Sreih

Associate Professor of Management

Director, Institute of Family and Entrepreneurial Business – Lebanese American University

Opening Remarks

This session will cover the theoretical aspects of conflicts and how conflict develops in organizations. It will look at the common forms of conflict, the causes of conflict and how to manage them. This session will be divided as follows:

- The Nature of Organizational Conflict
- Family Business Conflicts
- Common Forms and Causes of Conflict
- Reactions to Conflict
- Managing Conflict
- Conflict Management Alternatives
- Negotiation to manage Conflict

10:45 – 11:00 Coffee Break

11:00 –1:00 Managing Conflicts – Dr. Josiane Fahed-Sreih

-Grant Gordon

Director General - Institute for Family Business (UK) & author of "Family Wars"

This session will consider the 10 deadly family business sins and major pitfalls facing family firms, illustrated by real life examples drawn from Gordon's book "Family Wars". A framework for indentifying the main risks facing family firms will also be discussed, including proactive steps for preventing the development of conflict in the family business.

1:00-2:00 Lunch Break

2:00- 3:30

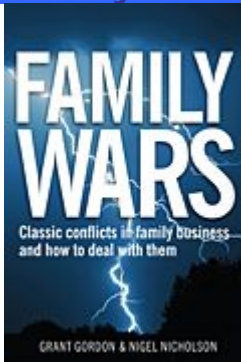
-Group discussions in which delegates will work in small groups to identify, using their own knowledge and deep experience, practical steps and strategies to successfully manage the family business risks that they face.

3:30 – 3:45 Coffee Break

3:45- 4:00

-Case discussion and wrap-up

The program will close with an open discussion where the presenters and delegates will share their learning and experience regarding successful family business risk management. The session will conclude with a summary of the tools and strategies that can help families successfully manage risk and enhance success in their family enterprises.



Grant Gordon, MBA Director General, Institute for Family Business www.ifb.org.uk;

Grant Gordon is the Director General and a co-founder of the Institute for Family Business (UK), established in 2001 as an independent not-for-profit association promoting the success and sustainability of family firms through education, research, and representation.

He has been on the board of Laurent-Perrier SA as a non-executive Director since 1999. Laurent-Perrier S.A. is the leading family controlled Champagne house and is quoted on the Paris Stock Exchange. Gordon's experience in the drinks industry extends to spirits. He served for sixteen years as a board member at his family's firm, independent Scotch Whisky distillers William Grant & Sons Ltd.



**Dr. Josiane Fahed-Sreih, Associate Professor of Management,
Director, Institute of Family and Entrepreneurial Business**

Dr. Josiane Fahed- Sreih holds a Ph-D from the Sorbonne University and is a full time Associate Professor of Management in the Department of Business Studies at the Lebanese American University. She is the founder and currently the Director of the Institute of Family and Entrepreneurial Business at the Lebanese American University. She holds the responsibility of the Middle East Coordinator for the Family Firm Institute USA. She participated and organized international conferences, workshops and seminars. She has presented in major conferences locally and internationally and consulted on management and family business management issues in many Arab countries: Saudi Arabia, Dubai, Jordan, Kuwait, Bahrain, Syria and Lebanon. Her research interests are in management, family business management, boards of directors' functioning and corporate governance. She published in 2004 her book in the US on "Facts and Figures concerning Family Business in Lebanon" and contributed to many compendiums on Family Business Management in the Middle East, in articles, chapters in books, book reviews and academic articles in internationally refereed journals. She is the winner of the 2007 International Award from the Family Firm Institute in the USA, in recognition of outstanding achievement in furthering the understanding of family business issues that occur between two or more countries. She currently sits on three boards of directors as a shareholder, one as a Chairman of the board, and one as an independent advisor in the private sector; she is also involved as an advisor on boards of community service organizations.

Cost and Payment

The cost per participant will be: **\$400 U.S. Dollars**
\$350 U.S. Dollars for Members.

Each amount covers seminar reading material, tuition, stationery, lunches and coffee breaks.

To enroll in the program, participants are asked to complete the enclosed **Registration Form** and return it to the Institute, **as soon as possible**, by fax or by e-mail.

Kindly enclose the course fee with your application, payable by:

1. Check to the order of the "Lebanese American University - IFEB"
2. Bank transfer to Byblos Bank - Byblos Branch, (USD) Account number:
30.02.252.373689.0
Ref: Lebanese American University - IFEB
3. Bank transfer to Audi Bank - New York Branch, Account number:
613976-422-01-002
Ref: Lebanese American University - IFEB
4. Credit card facilities are available at the Business Offices.

Please make sure that the reference "IFEB" is mentioned on all kinds of payment modes.

Applications are accepted subject to place availability.

Accommodation

Hotel Accommodation is available for the participants and their spouses for the duration of the seminar at discounted rates. Contact directly the Royal Hotel at <http://www.leroyalbeirut.com>; or Canari de Byblos Hotel, Victory Byblos, Castel Mare or Byblos comfort for reservation; and mention LAU- IFEB program for discounted rates.

Certificates of attendance

Each participant will receive a certificate of attendance.

Venue

The Lebanese American University, will host the event on the Byblos Campus, in the Selina Korban Auditorium.

Potential program Participants

This program is restricted to family business owners, family business leaders, their top executives and their close advisors. This private meeting will serve as a special closed forum for family business leaders and owners to identify the different types of conflict, to discuss their family and business related problems and to apply conflict resolving techniques.

The Institute Statement of Purpose

The Institute of Family and Entrepreneurial Business is a non-profit academic-based organization developing educational programs that support individuals and families in the growth and continuity of successful family enterprises. It is characterized by integrity in research and commitment to LAU values.

The purpose of the Institute is to enhance the continuity, health and growth of family enterprises by:

- developing and maintaining a center of research and innovation in a field that hasn't received its due attention;
- being a leader in developmental activities in the family business field in Lebanon and the Middle East through generating and disseminating information and data on leading and managing family owned businesses;
- serving family businesses by offering high powered courses in the field;
- allowing family members to interact freely and openly in an intellectually stimulating environment, while at the same time encouraging the education and development of individuals involved in the management and ownership of family owned businesses;

- Improving knowledge of family businesses, facilitating links among professionals serving family businesses and assisting family members solve their problems and maximize the potential of their businesses.

Application and Registration

For more information regarding applications and registration, please contact:

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School of Business

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