

Meet the  
**NextGenLeaders@FISHER**  
inaugural peer group



# NEXT GENERATION LEADERSHIP INSTITUTE

## SEIZE YOUR DESTINY. SHAPE YOUR FUTURE.

*Do you aspire to become a confident, effective, well-prepared leader — ready to guide your family business to outstanding new levels?*

*Are you looking for a robust, professional program that helps you chart a leadership journey that is as thrilling as it is challenging?*

The Next Generation Leadership Institute at St. John Fisher University prepares the rising stars in your family's enterprise to grow to their fullest potential as senior leaders. NextGenLeaders@FISHER blends:

- ▶ Interaction with regional business leaders navigating real-world problems
- ▶ Research findings from some of the world's top family business experts on managing current challenges and future transitions
- ▶ Confidential networking with peers
- ▶ Personalized coaching, goal-setting, and career planning

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**Take time from working in the business to working on the business and your career development.**

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### DESIGNED FOR YOU!

**The ideal NextGenLeaders@FISHER participant is:**

- Working as a manager in a family business, and on track to assume a top leadership role
- Approximately 25 to 45 years old, although all ages welcome

**NextGenLeaders@FISHER features:**

- Site visits to local family businesses
- Expert facilitators and faculty
- Follow-up activities to keep your momentum going
- Accountability action items to hone your edge
- Twelve-month program including ten meetings
- St. John Fisher University Executive Education Certificate awarded upon completion

### AS A PARTICIPANT IN NEXTGENLEADERS@FISHER, YOU'LL GAIN INSIGHTS INTO ...

- The unique challenges and opportunities facing business owning families
- The future of your family's business and your role in (or out of) it
- Your family business culture and how to build cohesion
- What responsible ownership in a family business looks like
- Crafting your own leadership development program that leverages your strengths and identifies key areas for attention

### ... AND WILL SHARPEN YOUR SKILLS IN:

- Presenting and processing the issues that matter most
- Giving and receiving feedback effectively
- Skillfully managing tension and conflict
- Building connection, confidence, and clarity within your peer group
- Communicating successfully with other generations and stakeholders in your family business
- Planning the next steps in your career journey

## WHAT SETS

### NEXTGENLEADERS@FISHER APART?

- Interactive workshops delivered by seasoned pros
- Live case studies shared by business-owning families
- Monthly facilitated peer group meetings, some at participants' companies
- Evidence-based resources for further study
- Personal assessments, goal-setting, and career guidance from leading coaches
- Personal CEO mentorship

#### ► Our Fisher faculty and expert coaches

- Dr. Shannon Cleverley-Thompson, visiting assistant professor of executive leadership
- Dr. Ozge Kantas, assistant professor of psychology
- Dr. David Kunsch, associate professor of management
- Dr. Hugh Lambert, assistant professor of accounting
- Dr. Chantz Miles, entrepreneur-in-residence and visiting assistant professor
- Prof. Arien Rozelle, assistant professor of media & communications
- Dr. Carol Wittmeyer, director of family business

From Constellation Brands Inc.:

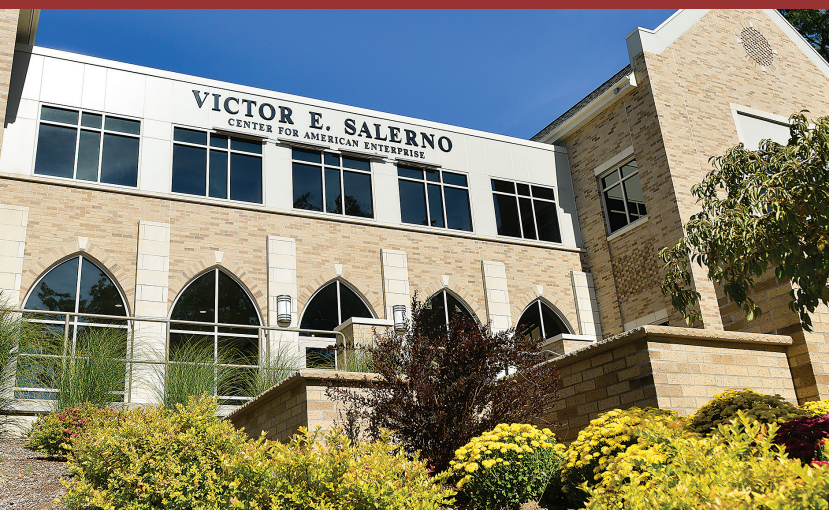
- Mark Brown, manager, talent planning

From JK Executive Strategies:

- Jill Knittel, MBA, CSP, president & CEO

#### ► Highlights of our robust curriculum

- Leadership strategies
- Transition planning
- Emphasis on SELF, including 360-degree and EQ assessments; genograms; life stages; and values, vision and mission exercises
- Spotlight on FAMILY, particularly family cohesion; family dynamics IOI (difficult conversations, triangulation, conflict management); and family governance IOI
- Focus on BUSINESS, including financial and strategy basics, and business governance IOI
- Attention to OWNERSHIP, emphasizing responsible stewardship principles; legal responsibilities; transition planning; and the Davis Three Circle Model for understanding stakeholders



## AS A PARTICIPANT, YOU'LL COMMIT TO:

- Attend all group meetings and participate fully
- Take risks and challenge yourself
- Be present in the moment for yourself and your peers
- Reserve judgment and practice issue processing
- Maintain confidentiality of all peer-shared matters related to personal, financial and business dealings, and ownership structure
- Prepare for all activities, including advance readings and practical follow-up assignments
- Participate in and implement group norms

## FACILITATORS AND PRESENTERS PLEDGE TO:

- Communicate effectively when listening, facilitating, and teaching
- Use group decision-making tools and group norms effectively
- Be sensitive to and manage emotional vulnerability
- Manage conflict collaboratively
- Set a tone of cooperation and brainstorming
- Maintain confidentiality of all peer-shared matters related to personal, financial and business dealings, and ownership structure

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## INSTITUTE COST

\$6,000 (twelve-month program including 10 meetings)

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*I jumped at the opportunity to join the NextGen Leadership Institute peer group at Fisher. Being surrounded by individuals who share my passion for family business has been a unique and energizing experience.”*

*—Holly Rund,  
retail and HR manager,  
Kittelberger Florist & Gifts*



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## REGISTRATION AND INFORMATION

For more information, to schedule a site visit, or to register, contact:  
Dr. Carol Wittmeyer, director of family business  
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