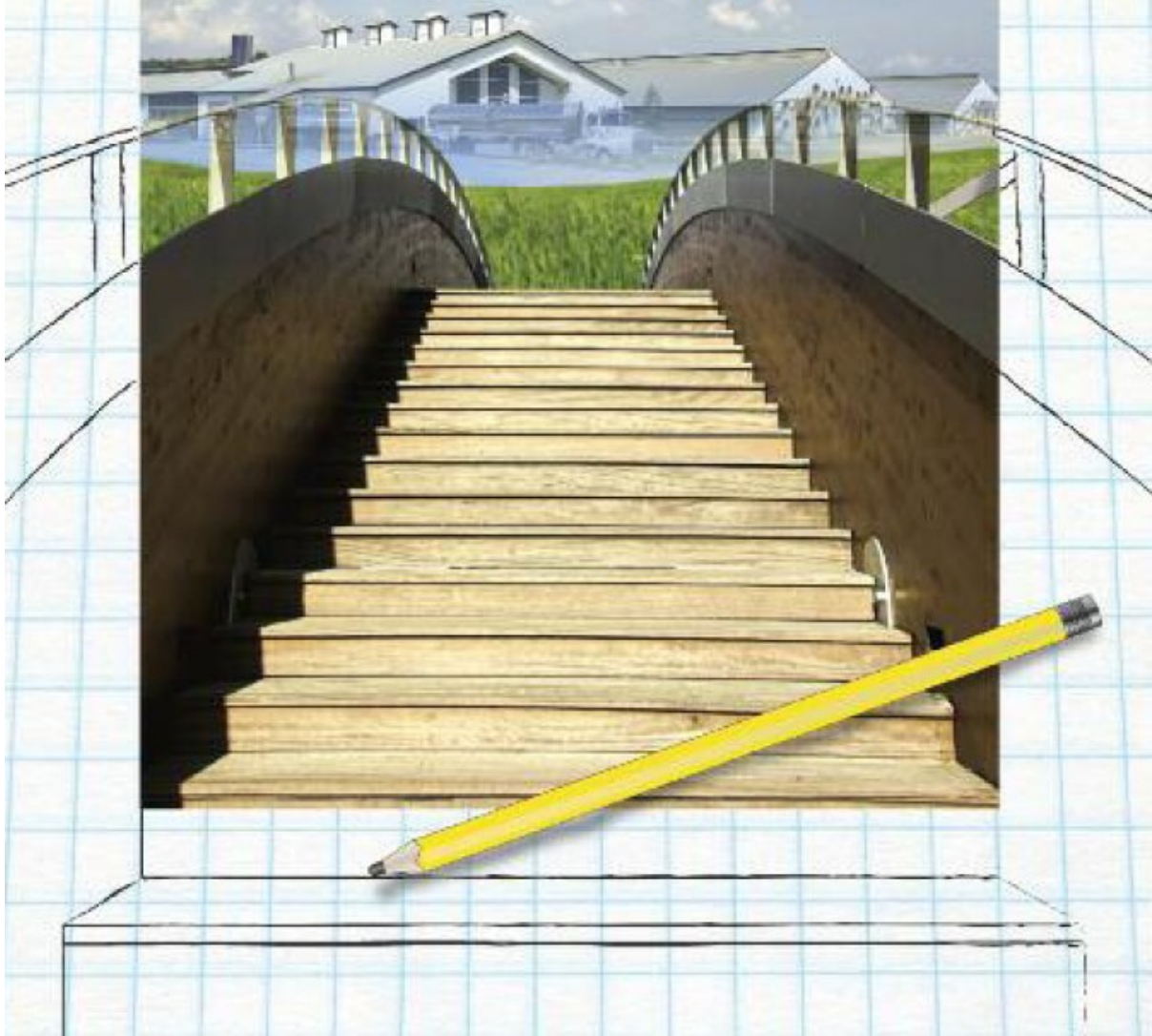


BUILDING THE BRIDGE TO DAIRY TRANSITION



A Learning Event for Dairy Families Planning Transition

Tuesday, November 20, at the Central Penn Conference Center



Hosted by the Center for Dairy Excellence and the
S. Dale High Center for Family Business

CENTER FOR
Dairy EXCELLENCE





A workshop specifically designed for those dairy farm families working through the steps of dairy farm transition and succession planning.

Nearly 99 percent of Pennsylvania's 7,200 dairy farms are family owned and operated. With the average age of these farm owners now approaching 58 years old, many have already or will soon need to develop a blueprint for transitioning the ownership and management of that farm to the next generation. Are you beginning to walk down the path to transitioning your farm to the next generation? Then plan to attend this workshop.

Designed to have the facilitator and the family work together throughout the program, the workshop will better equip any dairy farm family to walk through the complex steps of transferring the ownership and management of a dairy business to the next generation. It will look at the eight critical areas of any family business transition and help participants identify how those eight areas affect their individual dairy operations. Participants will leave with a blueprint to move through a successful dairy farm transition and a better sense of how to address the issues that will arise as they move through that blueprint.

About the Facilitator



As Executive Director of the S. Dale High Center for Family Business, Mike McGrann has conducted seminars for family businesses, executive education programs, and personalized educational workshops for family groups around the world.

He teaches classes on entrepreneurship, family enterprising, and new venture creation. He holds a undergraduate degree in economics from Cornell, a MBA from Wharton School of Business, and a MA in International Studies, also from the University of Pennsylvania.

Date, time and location of workshop:

Tuesday, November 20, 2012

8:30 a.m. - 3:15 p.m.

**Central Penn Conference Center
600 Valley Road, Summerdale, PA**

Cost to Register: \$50 Per Family

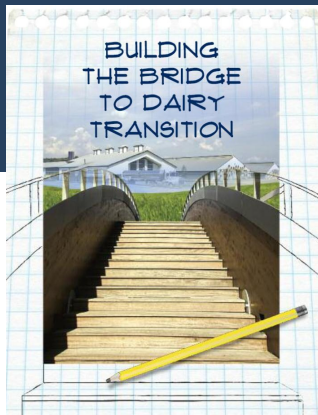
- * **Limited to 15 Families**
- * **Facilitators Must Attend with Families**

Building the Bridge to Dairy Transition

A Learning Event for Dairy Families Transition Planning

Tuesday, November 20, 2012

8:30 a.m.	Registration, Breakfast, and Welcome	
9:00 a.m.	Welcome, Introductions, and Review of Day's Agenda	John Frey
9:05 a.m.	Dairy Business Transition: Key to Business & Family Success	John Frey
9:20 a.m.	The Eight Critical Areas of Family Business Transitioning	Mike McGrann
	♦ Guidelines for positive, safe, productive meetings	
10:00 a.m.	Identifying Core Values of the Family	Mike McGrann
	♦ Issues of empowerment	
	♦ Fair vs. equal	
	♦ Differing visions	
10:45 a.m.	Break	
11:00 a.m.	Family & Facilitator Discussion	
	♦ Which of the eight are most relevant for our family?	
	♦ Identifying Core Values	
11:15 a.m.	Learning and Using Effective Communication Strategies	Mike McGrann
	♦ Managing differing opinions	
12:30 p.m.	Lunch	
1:15 p.m.	Panel Discussion: Critical Resources for Dairy Transitions	
	♦ Legal Considerations for Dairy Business Transition	
	♦ Achieving the Financial Expectations of your lender	
	♦ Best Management Accounting and Tax Strategies	
2:15 p.m.	Key Learnings	Mike McGrann
2:35 p.m.	Resources for Your Planning Process	John Frey
2:50 p.m.	Family & Facilitator Discussion	
	♦ Next steps for our family planning process	
3:05 p.m.	Summary and Conclusion	
3:15 p.m.	Adjourn	



“Building the Bridge to Dairy Transition” A Learning Event for Dairy Families Transition Planning Tuesday, November 20, 2012

Application to Participate

Please complete this application to participate in the November 20 workshop on “Building a Bridge to Dairy Transition: Dairy Families Transition Planning.” Please return completed form to the Center for Dairy Excellence, 2301 North Cameron Street, Room 407, Harrisburg, Pa., along with \$50 registration fee for family. Space is limited to the first 15 dairy farm families that apply, so please complete this application and return it promptly.

Farm Name

Contact Person

Street Address

City, State and Zip Code

Phone Number

Email Address

_____ **Number of family members planning to attend the workshop. (Limited to 5 per Family)**

Names of Family Members Attending:

1) _____ 4) _____

2) _____ 5) _____

3) _____

Name of Facilitator for Succession Planning: _____

* Facilitator must attend conference with family.

Status of Succession/Transitioning on Dairy Farm (please check one):

- ☐ Not Started Yet
- ☐ Some Steps Completed
- ☐ Close to Completion

Indicate method of payment:

Checks should be made payable to the Center for Dairy Excellence.

- ☐ I have enclosed a check for \$50 for my registration.
- ☐ Please invoice me for \$50 for my registration.
- ☐ I plan to pay the registration cost at the event.

Please Return Form to:

Center for Dairy Excellence
2301 North Cameron St., Room 407
Harrisburg, PA 17110
Phone: 717-346-0849 ♦ Fax: 717-705-2342
info@centerfordairyexcellence.org