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## **Third Annual Symposium-September 11, 2009 Sheraton Albuquerque Uptown Hotel**

The New Mexico Family Business Alliance will hold its third day-long symposium featuring a morning keynote address, panel discussions with successful multi-generational family businesses, networking opportunities and professional advisory resources.

**Drs. Peter A. Glaser and Susan R. Glaser's** featured presentation will be *Collaborative Leadership: Hardwiring Family Business Teamwork*. The Glasers work "is described as enormously valuable, keenly pragmatic, and thoroughly entertaining."

Most family businesses understand that in order to move from good to great, everyone must join together, working as a team to deliver seamless products and service. This means creating a culture where people offer suggestions and insights about their work, bridge silos, develop innovative solutions and evolve the next generation of leaders.

This can be accomplished, with shorter meetings and less talking, but only when key family business leaders learn tangible skills for building consensus and solving problems. This program has evolved from their own published research, and they believe they have uncovered the key ingredients, which:

- BUILD agreement, coalition, and support from divergent positions.
- AVOID pitfalls that polarize and torpedo creative thinking.
- CREATE a meeting climate free from personal attack, wheel spinning, and negativity.
- FACILITATE meetings that generate involvement from everyone.
- IMPLEMENT a model that keeps comments brief, persuasive and on point.
- APPLY a five-step problem-solving approach that crafts agreements which convert to action.
- BALANCE input from the dominating and quiet people.
- LEARN when and how to use the three decision-making models: Command, Consultive, Consensus.

To maximize learning, multiple family members of the business are encouraged to attend.

**Join the NMFBA today!**

**The New Mexico Family Business Alliance**, a not-for-profit organization, provides family businesses statewide with an opportunity to examine pivotal issues and provide state of the art knowledge about family run businesses.

Educational symposiums and interactive programs will offer families guidance and assistance from professional advisors, business leaders and educators.

Family businesses from sole proprietorships to large companies dominate the New Mexico economy. Many lack the resources needed to resolve issues of leadership, succession, conflict resolution and complex legal and financial challenges.

*The mission of the NM Family Business Alliance is to provide family businesses with opportunities to address their unique and critical issues to be successful and continue for future generations:*

*Dynamics of family business systems*  
*Growing, preserving and sharing the wealth*  
*Governance*  
*Succession*

Topics to be addressed by NMFBA are:

- Strategic planning and succession Planning
- Issues that affect performance and Profitability
- Opportunities for adding value
- Family systems theory and relationships
- Conflict resolution and communication
- Building an effective Board of Directors
- Developing the management team
- Wealth and estate planning
- Attracting competent professional managers
- Raising capital for the closely-held Enterprise

**For creative solutions and peer support to meet your challenges, please join the New Mexico Family Business Alliance today.**