



Ricci M. Victorio
Managing Partner, Mosaic Family Business Center

“Bridging the Generation Gap: How to Have Successful Family Council Meetings”

Ricci M. Victorio, MA, Certified Succession Planner® and Executive Coach, is Managing Partner for Mosaic Family Business Center and has coached and facilitated multiple generation family business owners, their families and management teams through difficult ownership and management transitions since 1994. Ricci develops tailored approaches for family members entering and working in the business, sibling teams, partnerships and family councils.

It can be perplexing to have multiple generations of family involved within the business. Each generation thinks differently and frequently there can be a lack of tolerance for differing business concepts, work ethic or lifestyle. Relationships between siblings, cousins or in-laws can be challenging, but even more so when the business and family become blended. This presentation will utilize actual case histories to illustrate practical solutions for empowering family business teams to balance good business and good family relationships when they are blended together.

Join us on **Tuesday, March 20, 2012** at 5:30 PM
at the Omni Hotel, 500 California (at Montgomery) in San Francisco.

\$65 Preregistered Members \$70 Preregistered Guests
At the door – Registrations still needed- \$70 members and \$75 guests

Send a check with names to: SFEPCC – 781 McKean Place – Concord, CA 94518
Or pay by credit card – <http://www.123signup.com/calendar?org=sfepcc>

Continuing Education Credit:

MCLE: The San Francisco Estate Planning Council is a State Bar of California approved Provider.
CPA & CFP®: A sign-in sheet and an attendance certificate are provided at each meeting.

Excused Absence:

Members can request an excused absence by mailing a letter, or sending an email (association_office@comcast.net) to the Council Office prior to the meeting. Please address the letter to the Board of Directors.