

Want to fast track your leadership skills, systems and competencies?



# Next-Generation Learning Labs

## *Leadership Growth Through Peer Groups*

- Learn from the facilitator, an experienced executive who has extensive training and a family business background
- Create your own *Development Plan* to which the facilitator and group will hold you accountable
- Gain counsel from others who are in a similar situation, objective feedback and “outside experience”
- Claim your own voice and unique gifts as you grow into your leadership potential

**Membership in a Next-Generation Learning Lab is a unique and proven professional development opportunity exclusively for family business successors.**

**Initial Goal-Setting Session with Facilitator.** Keeping the end in mind, the first step is an initial session with the facilitator to focus on developing your own *Development Plan* which members then present to the group for planning and accountability purposes.

**Monthly Group Sessions.** These monthly sessions focus on key management and/or ownership skills, systems and processes. The facilitator selects and prioritizes topics based on member *Personal & Professional Development Plans*.

**Group Processing of Member Issues** is an integral element of this unique learning environment. Peer-group processing by members of non-competing businesses provides practical counsel from peers and an experienced facilitator on current and emerging business issues.

**Quarterly Mentoring Sessions with Facilitator.** This individual executive coaching session, held quarterly, supports the rapid integration of learning into day-to-day business performance and relationship management.

**Monthly Member One-to-One Meetings.** A monthly individual meeting with another group member on a rotating basis strengthens relationships, learning and trust.

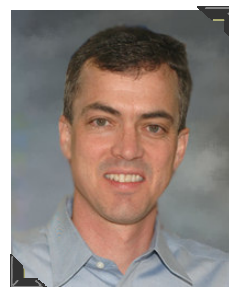
### **Member Expectations.**

- Honor Confidentiality Covenant and Code of Conduct.
- Attendance at monthly Next-Generation Meetings.
- Host meeting on a rotating basis; provide light lunch, company introduction and tour.
- Membership and participation in Family Business Forum.

### **Admission Process.**

Persons interested in considering membership should contact Sally Derstine, Managing Director, to schedule an Admission Interview. Henry Landes and the facilitators will select members after interviews with applicant and consultation with the applicant’s manager or internal mentor.

**Meet some Next-Gen Members  
... more on the other side ...**



Mike McManus  
John S. McManus, Inc.



Doug Albright  
Ai Control Systems, Inc.



Garrett Thompson  
Laminators, Inc.



Rod Martin  
Martin Stone Quarries, Inc.

To make arrangements to visit a Next-Generation Learning Lab group meeting, please call Sally Derstine at Delaware Valley Family Business Center, (215) 723-8413. 340 North Main Street, Telford, PA 18969 [sally@dvfbc.com](mailto:sally@dvfbc.com) [www.dvfbc.com](http://www.dvfbc.com)



# Why Join a Next-Generation Learning Lab?

What do Next-Gen Members have to say?

## Hard-core Business Learning

**“The experience has far exceeded my expectations!** This is not textbook learning, but hard-core business learning. I’ve formed deep relationships the last 6 years as I learn from peers. Two in the group have moved into president roles since I joined, and I credit this group for helping me make the transition as well. The peer accountability and support in many ways continues to be invaluable.”



Ken Weaver  
Weaver Companies, Inc., East Earl, PA

## Uncommon Counsel & Confidence

**“The Next-Generation Learning Lab has been one of the most rewarding groups I have ever been part of.** Everyone is in the same situation ... all striving to take our companies through our generation while in the leadership role. It is great to know that **the hurdles we face are not unique to just our companies and family situations.**

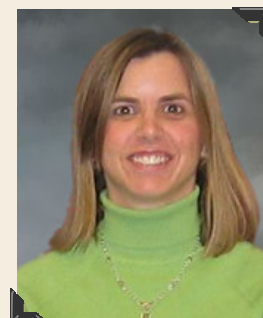
I cannot place a value on the resource afforded me by being able to have suggestions and input from the other members and Marty, my facilitator. **It would be my strong recommendation to others in similar situations to take advantage of this resource.”**



Johnathan Rex  
Rex Heat Treat Company, Lansdale, PA

## Results, Accountability

“My Next Gen Learning Lab is a very safe environment for all members to be honest and form friendships. I am challenged to grow personally and professionally, and at the same time **learn about other family businesses and how they are structured, current business challenges and varied ways to approach ownership transitions.** The **accountability and annual goal setting** with my facilitator, Hank, at my 1 to 1 meetings are keeping me striving ahead and growing as a leader.”



Michelle Snavelly  
Triangle Refrigeration Co., Leola, PA

## Where the Rubber Meets the Road

“Over the past 6 years this Next-Gen Group has been a network of resources to turn to, for business as well as personal growth. The exposure to non-textbook learning has been powerful and has **taken me to a new level, beyond what I experienced in my formal education.** The broad learning has filled in the gaps for me.”



JM Hasson  
Hypex, Inc., Southampton, PA