

Hotel Information



Room rates at the Sanibel Harbour Resort & Spa in Fort Myers, Fla., are \$199 for single or double occupancy.

The cut off for this rate is **Jan. 25, 2010.**

Reservations can be made by calling (239) 466-4000.

Sanibel Harbour Resort & Spa overlooks Sanibel and Captiva Islands on Florida's southwest Gulf Coast. The resort is located on the tip of sunny Fort Myers and is surrounded by thickets of Florida's natural landscape. Set in an area rich with history, Sanibel Harbour Resort & Spa is situated on Punta Rassa, a point of land where the Caloosahatchee River meets the Gulf of Mexico.



Complete with two pools, six restaurants, a high-end spa and tennis facility, the resort lends itself to being the perfect beach escape. Family Owners Reunion attendees can also participate in a variety of activities including swimming, fishing, boating, sailing, kayaking, scuba diving, water skiing and parasailing.

Registration Information

The conference registration fee for Inland, SNPA, NENPA and FPA members is \$450 for the first registrant and \$400 for each additional registrant from the same newspaper. The registration fee for non-members is \$595.

To register, visit InlandPress.org and click on the "Event Registration" tab.

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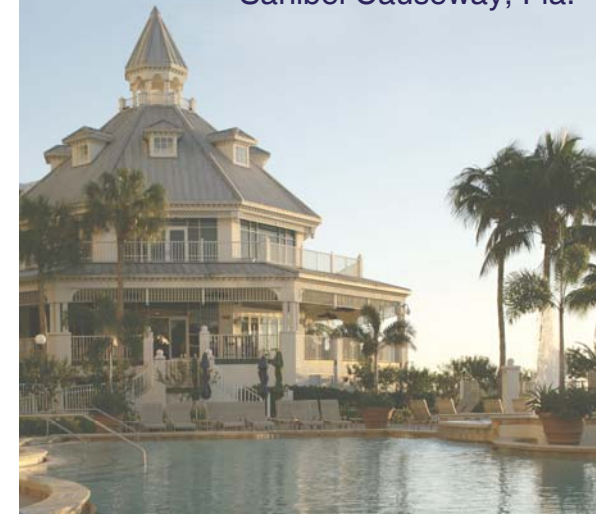
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Reunion of Family Owners

and Next Generation
Leadership Workshop

Feb. 25-27, 2010
Sanibel Harbour Resort & Spa
Sanibel Causeway, Fla.



Co-sponsored by Inland Press Foundation, Southern Newspaper Publishers Association, New England Newspaper & Press Association and Florida Press Association.

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Thursday, Feb. 25

6 p.m.

Dutch treat dinner outing

Plan to arrive early enough to join the group for fellowship and a dinner outing on Sanibel Island.

Friday, Feb. 26

8 a.m. **Registration. Coffee and Danish.**

8:15 a.m. **Welcome and Introductions.**

8:30 a.m.

The Next Generation Discussion

This is a candid discussion exclusively for the upcoming generations in the newspaper family. A facilitator will help the group address the unique concerns of participants, whether they be active or inactive in business operations. Family members already active in the business will be encouraged to share their experiences.

Facilitated by Tom Yunt, president and CEO, Woodward Communications, Inc.

11:15 a.m. **Luncheon**

12:30 p.m.

Estate Issues and Succession Planning

Moving the business to the next generation with minimal tax implications.

With Stephen B. Daiker, partner, Bryan Cave, LLP, St. Louis; and Steve Shelton, president, Way, Ray, Shelton & Co., P.C., Tuscaloosa, Ala.

1:45 p.m. **Break**

2 p.m.

Mastering Family Business Paradoxes: Learning To Manage Dilemmas That Can't be Solved

Families can become very adept at solving problems, but what about the frequently occurring "unsolvable problems"? In this session, you'll examine classic examples of the paradoxes that face family businesses. You will learn to differentiate between problems — which can be solved — and paradoxes, which must be managed. You'll experience a powerful and practical tool — a polarity map — and learn to use the polarity map to increase your abilities to manage seemingly unsolvable problems, become more effective managers, family members and stewards of the family enterprise. *With Amy Schuman, principal, The Family Business Consulting Group, Evanston, Ill.*

3:45 p.m. **Break**

4 p.m.

Conversations With the 'Next Generation': Why We Chose to Stay in the Business

Hear from this innovative panel of young executives about how they see the future and why they are staying involved!

With Elizabeth Hladky, product manager, The Gazette, Cedar Rapids, Iowa; Liz White, associate publisher for New Media, Record-Journal, Meriden, Conn.; and Kit Bradley, special projects manager, St. Joseph (Mo.) News-Press

5 p.m. **Adjourn**

6 p.m.

A Family Evening Event

A special event group outing in Sanibel for Family Owners Reunion participants.

Saturday, Feb. 27

7:45 a.m. **Coffee and Danish.**

8 a.m.

Evaluation and Financing of Newspapers

How do you determine a realistic value and price on newspapers for sale or for acquisition in today's economy? What do you recommend when a newspaper transaction becomes necessary or highly desirable? Is there any capital for newspaper acquisitions, refinancing or other major capital purposes? What are the prevalent terms? Values of newspapers in the current market can still be established based on EBITDA multiples and hard assets, but the caveat is the lack of a "bottom" for forecast profits. Where available financing has slowed transactions, creative seller-financed deals are making a comeback.

With John Cribb, managing director, Cribb, Greene & Associates, Bozeman, Mont.; Owen Van Essen, president, Dirks, Van Essen & Murray, Santa Fe, N.M.; and Frank Grueter, senior vice president, Citizens Bank, Publishing Group, Boston

9:30 a.m. **Break**

9:45 a.m.

The Team Leaders 2010 Toolbox: Old Tools and New Tools You'll Need for Success This Year

Multigenerations are a plus within a business and especially advantageous in a family-owned business. Whether you are first or fifth generation, this session will cover a variety of tools to equip you to manage more effectively in 2010. Topics will include: importance of positive motivation, stretch your strengths to be the best you can be, your creative edge could make the difference, your culture must rock and keeping a great attitude is job No. 1.

With Dan Chiodo, president, Impact Training and Development, Joplin, Mo.

11:15 a.m. **Lunch**

12:30 p.m.

Minimizing Conflict Between Generations.

Learn trusted techniques to minimize conflict.

2:15 p.m.

Nuts and Bolts: Cost-Cutting Strategies and Innovations for New Revenue

What is working among our family operations?

3:30 p.m. **Adjourn**

Conference presenter understands unique challenges of family businesses



Amy Schuman, a principal of the Family Business Consulting Group works with family businesses on leadership development, communication skills and team building. Her experience is centered on helping family members collaboratively create systems, structures and relationships to help them function as effective stewards of their enterprise. Schuman creates leadership and career development approaches tailored for sibling teams, young adults, teens and younger children in the next generation. She helps create

conditions for successful generational transfers.

Schuman was the founding facilitator of the Next Generation Leadership Institute, an intensive, two-year program for next generation family business leaders that is part of the Loyola University Chicago Family Business Center. Schuman also founded and facilitated Loyola's first Peer Advisory Group for women at Loyola and also taught group process and facilitation skills in Loyola's Family Business Communication Institute.