



Dedicated to the Continuity of Family Businesses I F E B



## **Institute of Family and Entrepreneurial Business**

**School of Business  
Byblos Campus**

### **Sibling and Cousin Relationships in a Transition Process**

The Institute of Family and Entrepreneurial Business (IFEB) in the School of Business, at the Lebanese American University would like to announce its program on "Sibling and Cousin Relationships in a Transition Process". The program is sponsored by **BBAC and Pepsi**, and led by the world renowned expert in the field of Family Business Management: **Dr. Joe Astrachan** from the US. It will be held on Friday **March 06, 2009** from 9:00 a.m till 4:00 p.m.. in Room 607 Science Building, Byblos campus. Attendees will receive certificates of attendance at the end of the program.

**This event is restricted to Family Business owners, Family Business leaders, their senior top executives and their close advisors.** This private meeting will serve as a special closed forum for family business siblings and cousins to enhance their family relationships, to identify the different types of conflict in a transition

process, to discuss their related problems and to apply appropriate conflict resolution techniques during a transition process.

## Schedule

Sessions are scheduled daily from 9:00 a.m to 4:00 p.m, with short coffee breaks and a one-hour lunch break between lectures.

## Program

**Friday, March 06, 2009**

8:45 Registration

9:00- 10:30 Session 1

Opening Remarks

-Dr. Josiane Fahed-Sreih

Director- Institute of Family and Entrepreneurial Business-LAU

-Dr. Joe Astrachan

10:45 – 11:00 Coffee Break

11:00 –1:00

-Key issues in family business success

-Family dynamics

-Cousin dynamics and family branches

-Goal setting

1:00-2:00 Lunch Break

2:00- 3:30

-Decisions as families grow

-Mechanisms to mediate cousin relations

-meetings

-councils

-policies

3:30 – 3:45 Coffee Break

3:45- 4:00

- Case discussion and wrap-up

## Faculty

**Dr. Joe Astrachan**



Joe Astrachan is Wachovia Chair of Family Business, Professor of Management and Entrepreneurship, director of the Family Business Academy and research director of the Cox Family Enterprise Center at the Coles College of Business, Kennesaw State University in Kennesaw, Georgia, an Atlanta suburb. He is also a principal of The Family Business Consulting Group, Inc

Astrachan is editor of Family Business Review, a scholarly publication of the Family Firm Institute (FFI) of which he is a former board member. He has been involved with such lobbying groups as The Committee to Preserve American Family Businesses, Family Businesses of America, and the Center for the Study of Taxation; is a member of the Academy of Management and Southern Management Association; a founding member of the Yale Program for the Study of Family Firms; and a member of the team that designed and conducted several national research projects; and director of Kennesaw State University's Estate Tax Research Program.

Astrachan received the Richard Beckhard award, which is the Family Firm Institute's highest honor for contributions to the field of family business. He also received the International Family Business Program Association's Lifetime Achievement in Research Award. In addition, he is a founding board member and fellow of the International Family Business Research Academy.

Astrachan's presentations, consultations and publications concentrate on family businesses, succession, and the management of professional partnerships. He is author and co-author of several books, including: Mergers, Acquisitions, and Employee Anxiety (Praeger ,1991); Family Business Sourcebook II; Making Sibling Teams Work; and Building Family Business Policies. Astrachan is also editor of the Family Business Bibliography, on the editorial review board of The Journal of

Small Business Management, and a consulting editor for the Journal of Applied Behavioral Science.

His extended family has owned businesses ranging from container and tanker shipping to pharmaceuticals. Astrachan earned his B.A., M.A., M. Phil., and Ph.D. degrees at Yale University, where he studied in the School of Organization and Management.

## **Cost and Payment**

The cost per participant will be: **\$400 U.S. Dollars**

Each amount covers seminar reading material, tuition, stationery, lunches and coffee breaks.

To enroll in the program, participants are asked to complete the enclosed **Registration Form** and return it to the Institute, **as soon as possible**, by fax or by e-mail.

Kindly enclose the course fee with your application, payable by:

1. Check to the order of the "Lebanese American University - IFEB"
2. Bank transfer to Byblos Bank - Byblos Branch, (USD) Account number:  
30.02.252.373689.0  
Ref: Lebanese American University - IFEB
3. Bank transfer to Audi Bank - New York Branch, Account number:  
613976-422-01-002  
Ref: Lebanese American University - IFEB
4. Credit card facilities are available at the Business Offices.

Please make sure that the reference "IFEB" is mentioned on all kinds of payment modes.

Applications are accepted subject to place availability.

## **Accomodation**

Hotel Accommodation is available for the participants and their spouses for the duration of the seminar at discounted rates including breakfast. Contact directly the Century Park Hotel for reservation at <http://www.centurypark-hotel.com>; and mention LAU- IFEB program for discounted rates.

### **Certificates of attendance**

Each participant will receive a certificate of attendance.

### **Venue**

The Lebanese American University, will host the event on the Byblos Campus, Science Building, conference room 607.

### **Potential program Participants**

This program is restricted to family business owners, family business leaders, their top executives and their close advisors. This private meeting will serve as a special closed forum for family business leaders and owners to identify the different types of conflict, to discuss their family and business related problems and to apply conflict resolving techniques.

### **The Institute Statement of Purpose**

The Institute of Family and Entrepreneurial Business is a non-profit academic-based organization developing educational programs that support individuals and families in the growth and continuity of successful family enterprises. It is characterized by integrity in research and commitment to LAU values.

The purpose of the Institute is to enhance the continuity, health and growth of family enterprises by:

- developing and maintaining a center of research and innovation in a field that hasn't received its due attention;
- being a leader in developmental activities in the family business field in Lebanon and the Middle East through generating and disseminating information and data on leading and managing family owned businesses;
- serving family businesses by offering high powered courses in the field;

- allowing family members to interact freely and openly in an intellectually stimulating environment, while at the same time encouraging the education and development of individuals involved in the management and ownership of family owned businesses;
- Improving knowledge of family businesses, facilitating links among professionals serving family businesses and assisting family members solve their problems and maximize the potential of their businesses.

## **Application and Registration**

For more information regarding applications and registration, please contact:

### **Dr. Josiane Fahed-Sreih**

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Director, Institute of Family and Entrepreneurial Business

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