



NATIONAL CENTER  
FAMILY  
PHILANTHROPY

# CEO RETREAT

## Just for You: Qualities, Challenges, and Opportunities of the Family Foundation CEO

### WORKING Agenda

#### Day 1: Sunday, February 12

1:30 – 2:30 p.m.

#### **Registration & Exploration**

*A creative icebreaker will introduce you to fellow CEOs and spark discussion of the complex and varied roles family foundation CEOs play.*

2:30 – 2:45 p.m.

#### **Welcome & Participant Introductions – Reginald Jones**

2:45 – 3:15 p.m.

#### **Philanthropy’s “Mad Hatter” – The Family Foundation CEO – Kathleen Odne**

*Family foundation CEOs wear many hats – as managers, grantmakers, leaders, and sometimes family therapists. Explore the cross currents and concerns CEOs highlighted in preparation for the retreat and solicit additional in-person insight.*

3:15 – 4:00 p.m.

#### **What the Research Reveals – Ginny Esposito**

*Learn how scores of interviews and surveys in the National Center’s 18 months research project on family foundation CEOs bear out (or disprove) our common understanding regarding the role of the CEO.*

4:00 – 4:45 p.m.

#### **Research Response: Reactions from Your Peers – Jeff Solomon and Katherine Lorenz**

*Two very different CEOs offer brief perspectives on the findings: Jeff Solomon of the Andrea and Charles Bronfman Philanthropies represents a large foundation, which intends to spend out. He has years of experience as a nonfamily staff person. Katherine Lorenz is the young, third generation family member CEO at the George and Cynthia Mitchell Foundation and took the position quite recently. The foundation is not yet fully endowed. Following their opening volley, everyone will enter the debate!*

4:45 – 5:30 p.m.

#### **The Engaged CEO – Inspirational Remarks – Gayle Williams and Tom Beech**

*Gayle Williams, a well-known and respected family foundation CEO is resigning late in 2012 after 18 years at the Mary Reynolds Babcock Foundation. She will reflect on the joys and challenges – and offer insight on how to remain committed and engaged to the work and the family over time. She will be interviewed by another icon in family philanthropy, Tom Beech who held CEO positions with The Minneapolis Foundation, the Burnett Foundation in Fort Worth, Texas, and the Fetzer Institute in Kalamazoo, Michigan*

5:30 – 6:30 p.m.

#### **Reception**

## Day 2: Monday, February 13

8:00 – 8:30 a.m.

### **Breakfast Buffet**

8:30 – 9:15 a.m.

### **What Family Enterprises Share: Lessons Learned from Family Business – Ginny Esposito**

*For generations family businesses have invested in researching the role of staff leadership. Much of what we know about CEOs in family enterprises comes from family business. This session will highlight what family foundations CEOs can glean from studies of family business leadership.*

9:15 – 9:30 a.m.

### **Enhancing Our Practice – Skip Moore**

*Observations followed by back-to-back breakout sessions lightly facilitated by experienced colleague CEOs. These sessions will allow participants to delve into two key themes of their choosing.*

9:40 – 10:40 a.m.

### **1<sup>st</sup> Breakout Session**

10:50 – 11:50 a.m.

### **2<sup>nd</sup> Round Breakout Session**

*Topics for breakouts:*

- *Dealing with a Family Foundation in Crisis or Transition*
- *Building Better Relations with your Board*
- *Performance Assessment – it Can be Done*
- *Newer CEOs – Off to a Great Start*
- *Community Leadership – Who's the Face of the Foundation?*
- *Charting a Career Path*

11:50 – 12:20

### **Characterizing Key Themes– Ginny Esposito**

12:30 – 1:30 p.m.

### **Birds of a Feather Lunch**

*Participants flock together based on self-identified commonalities e.g. seasoned CEOs, family member CEOs etc. Enjoy table discussions and network or simply relax and enjoy lunch!*

1:30 – 2:45 p.m.

### **Taking it Home – Personal Planning for Professional Growth – Tom Beech**

*Reflect individually and plan collaboratively to define what – and how – you will move forward.*

2:45 – 2:55 p.m.

### **Resources from the Research – Karen Green**

*A quick introduction to the 3 newly released CEO Guides - hiring, first year on the job, performance assessment – and how NCFP arrived at those topics. Each attendee will receive a coupon for a complimentary copy of their choice of one of in exchange for a completed evaluation!*

2:55 – 3:00 p.m.

### **Thanks and Adjourn**