



## **Sonoma County Winegrowers**

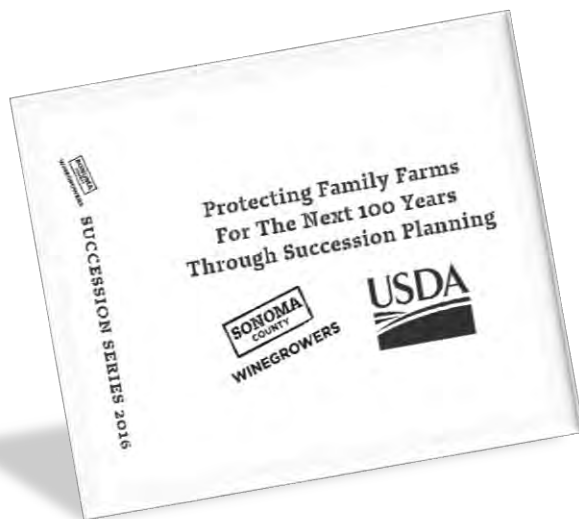
Succession Series Workshop #2

December 14, 2016

# Succession Series Overview



1. November 3: Insurance to Manage Risk
2. **December 14: Family Dynamics (am/pm session)**
3. **February 13: Strategic Planning for Farm Operations**
4. **March 23: Core & Best Practices I: Employee Retention**
5. **April 14: Core & Best Practices II: Operational Compliance**
6. **June 12: Synthesis & Achieving Success**



- ✓ **Attend all sessions**
- ✓ **Bring your family members or key personnel**

# Lois Lang *Psy.D*

## Evolve Partner Group



- ❑ Doctorate in Industrial/Organizational Psychology and a Masters in Public Administration/Healthcare Services Administration.
- ❑ Partner with Evolve Partner Group LLC and specializes in relationship work (working with teams, individual coaching, assisting families and conflict mediation).
- ❑ Her practice includes an emphasis on assessing work environments to help organizations become high performance workplaces.
- ❑ Worked with Kaiser Permanente, La Tortilla Factory, California Family Foods, Tony's Fine Foods, and over 200 other closely held businesses.



# Management Succession





**Are You Ready?**

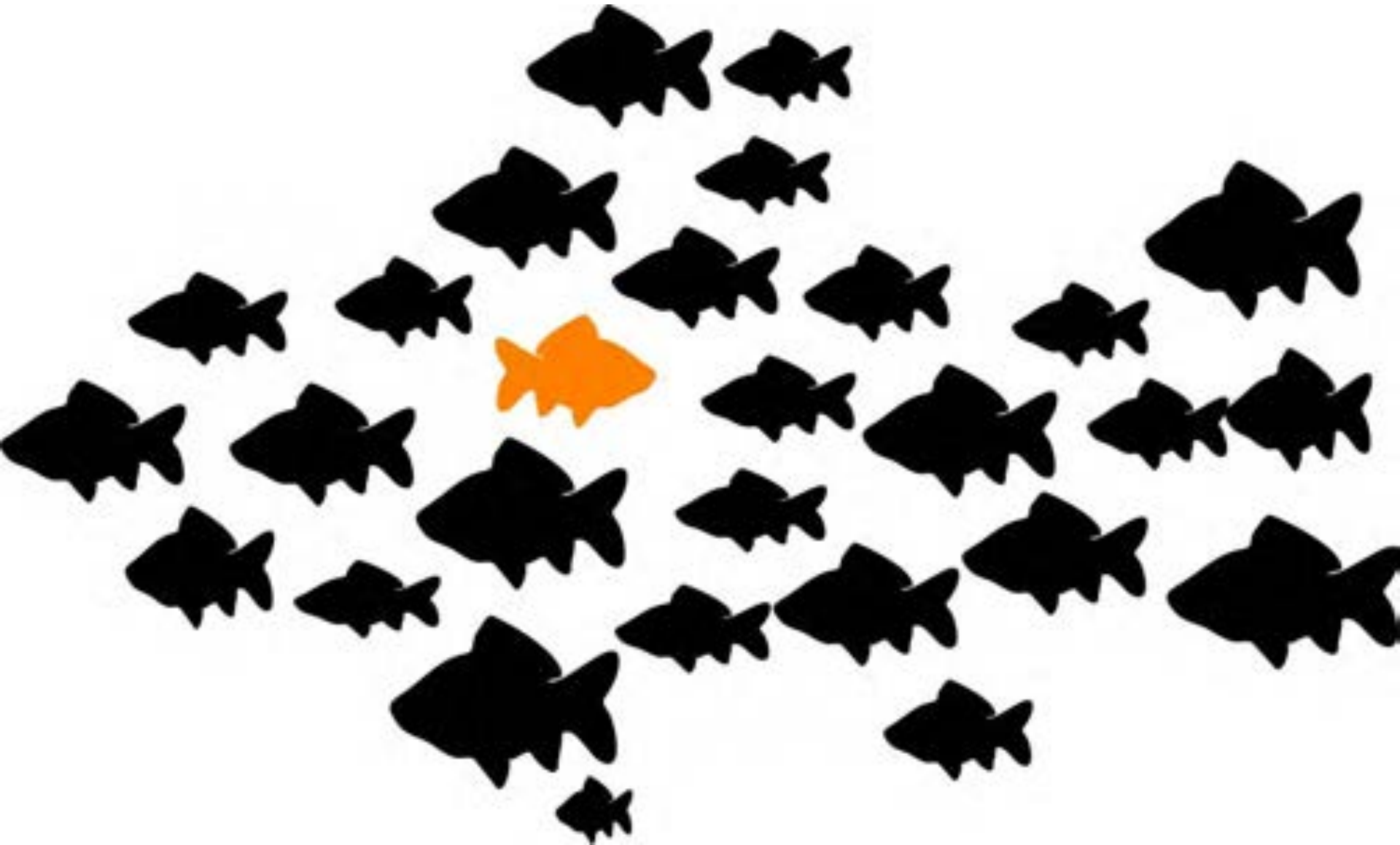


A conceptual image showing two hands pulling apart a dark wooden door. The door is split vertically, revealing a bright blue sky with a sunburst effect. The word "SKILLS" is written in large, bold, blue capital letters across the center of the opening.

**SKILLS**



# Identify Potential Talent





# Replacement Planning



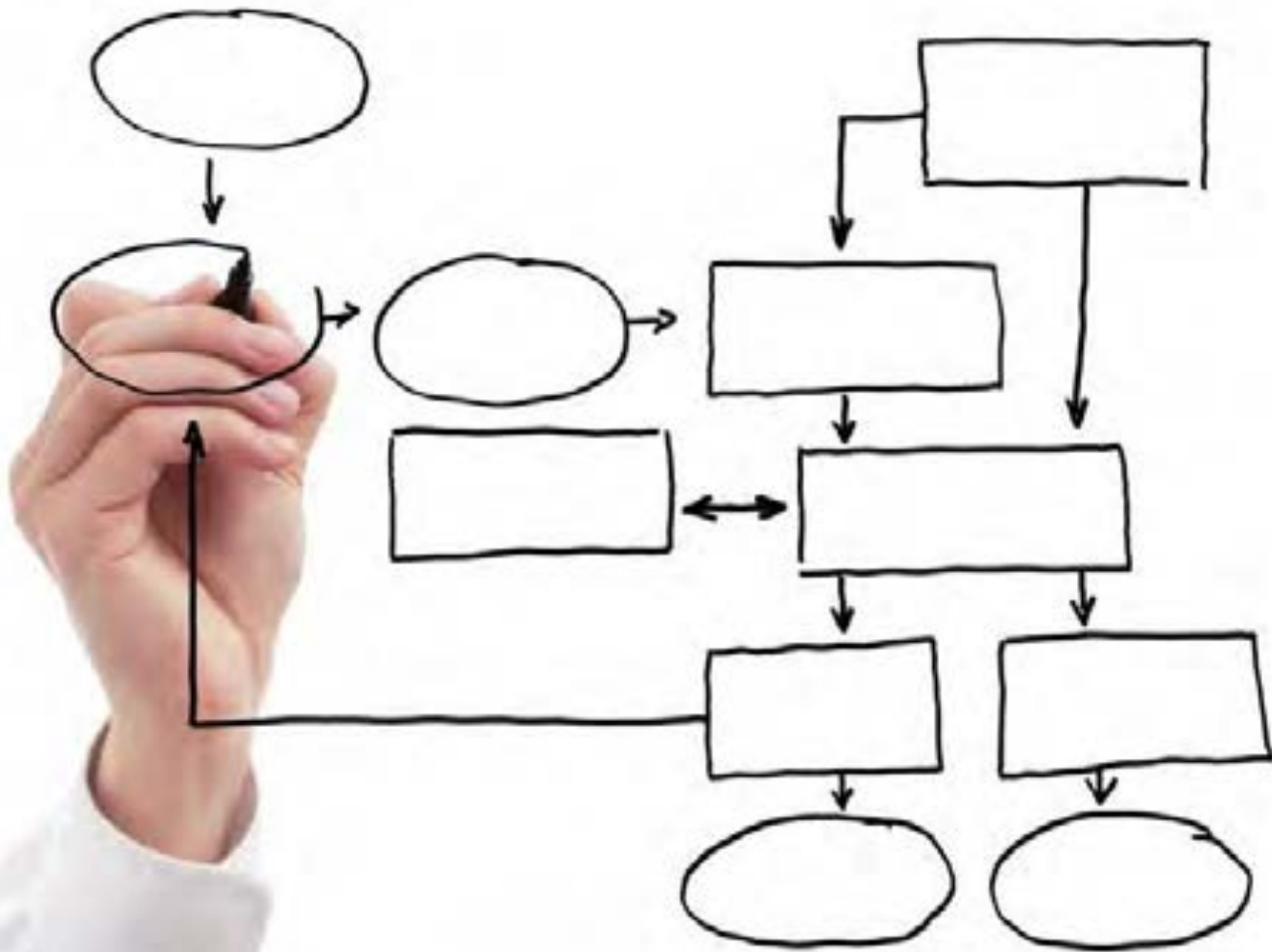
**Communication**

TRUST











**WHAT'S IN  
YOUR WAY?**



# Solutions

NEXT EXIT











**Governance**





# Thank You!

[WWW.EVOLVEPARTNERGROUP.COM](http://WWW.EVOLVEPARTNERGROUP.COM)

Lois Lang, Psy.D.

209-952-1143

[Lois.lang@evolvepartnergroup.com](mailto:Lois.lang@evolvepartnergroup.com)



# Next Session: Strategic Planning for Farm Operations

Feb. 13, 2017

Hyatt Vineyard Creek

9am – 12:30pm



- ❑ M.S. and Ph.D. degrees in Agricultural Economics from Cornell University.
- ❑ Professor of Agricultural Finance and Small Business Management and Entrepreneurship at Virginia Tech for 25 years.
- ❑ Conducted more than 6,000 workshops for agricultural groups (bankers, Farm Credit, FSA, and regulators, producers and agribusiness groups).
- ❑ Has published four books and over 1,500 articles on financial and business-related topics



**SONOMA  
COUNTY**  
**WINEGROWERS**

THANK YOU