



University of Vermont Grossman School of Business

**FAMILY ENTERPRISE
CASE COMPETITION**

January 9 - 12, 2019





Welcome to the sixth annual University of Vermont (UVM) Grossman School of Business, Global Family Enterprise Case Competition (FECC).

After a one-year sabbatical, we're thrilled to be back and welcoming 25 undergraduate and graduate teams. Our goal is to host an event that not only provides an exciting and stimulating competition, but one that inspires all of us to build relationships and networks that deepen the understanding of family business.

This year for the first time, we are hosting FECC in our new building expansion, Ifshin Hall, which opened in the summer of 2018. We invite you to explore our new state-of-the-art facility. You will enjoy the setting with the extra space and comfort it affords.

We have teams and judges from five continents attending, so I am looking forward to you bringing your unique worldview and family business expertise here to UVM. Please enjoy all that Burlington and our beautiful state of Vermont has to offer. I'd also like to thank our sponsors and all involved with making FECC such a success; we couldn't do it without you.

Good luck in the competition and welcome to the world's business school!

Sincerely,

Sanjay Sharma, Ph.D Dean and Professor of Management

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ORGANIZING TEAM



STUDENT LEAD TEAM
L-R: Cole Green, Olivia Machanic, Doug Hirschhorn, Abby Collins, Nolan Houston

FACULTY & STAFF
L-R: Nick Gingrow, John Turner, Pramodita Sharma, Linda Kruger, Thomas Chittenden



Senior Leadership Committee Co-Chairs

Abby Collins
Doug Hirschhorn

Junior Student Lead Coordinators

Cole Green
Nolan Houston
Olivia Machanic

Faculty & Staff

Thomas Chittenden
Nick Gingrow
Linda Kruger
Pramodita Sharma
John Turner

Ambassadors

Ben Wolf
Cam Giroux
Cam Weston
Delaney Bryant
EJ Hazelton
Jerry McGuire
Griffin Shaw
Hank Caswell
Hugo Rapp
Jack Fontaine
Jack Peters
Jake Meunier
Jake Rucker
Jared Percoco
Josh Hetrick
Kathryn Maher

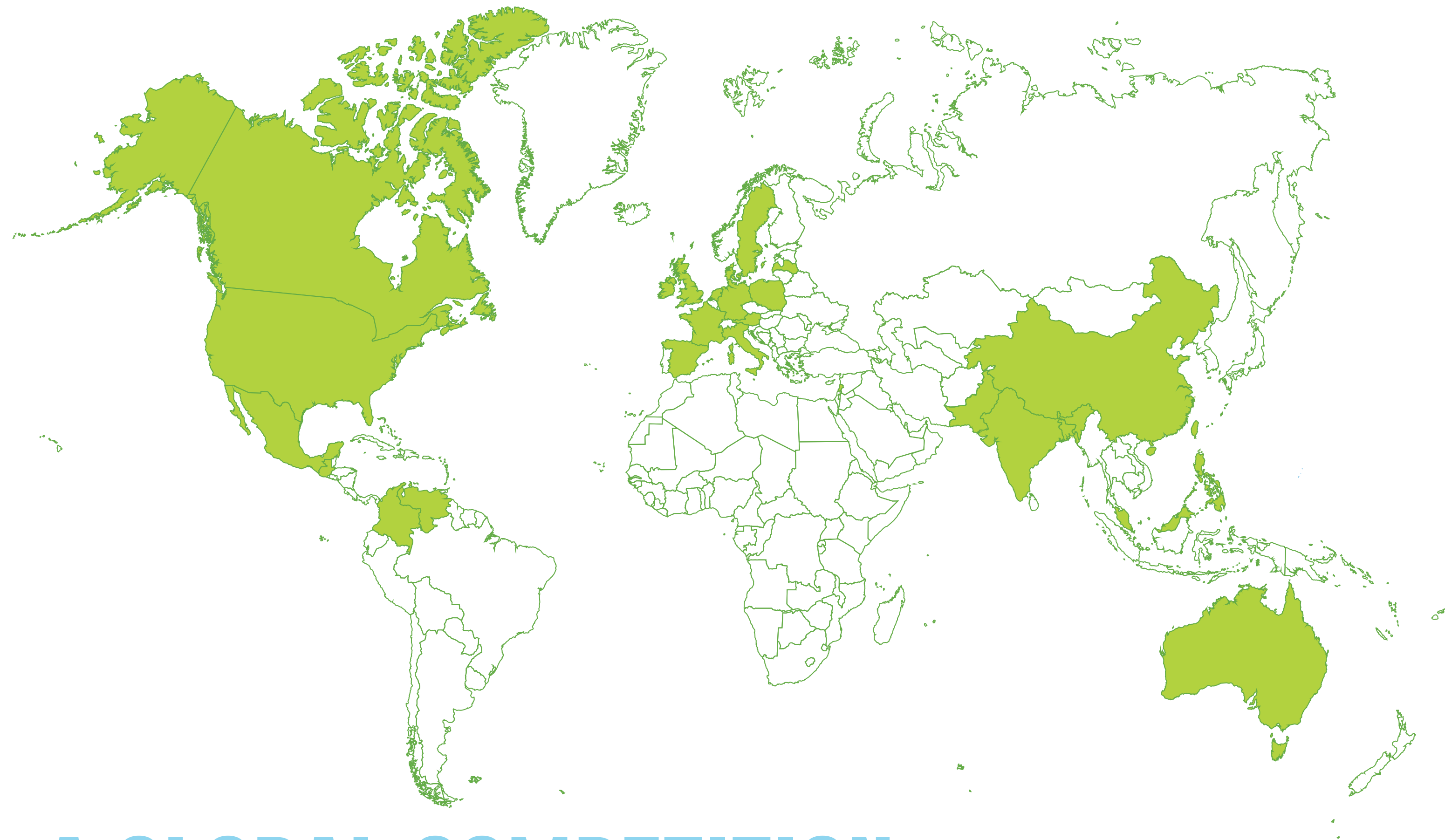
Kyle LaPlante
Lindy Burch-Durkee
Maddie Stoops
Matt Spargo
Michael Chan
Misheel Khossaikhan
Rob Demaree
Sara Music
Trang Do

Room Coordinators

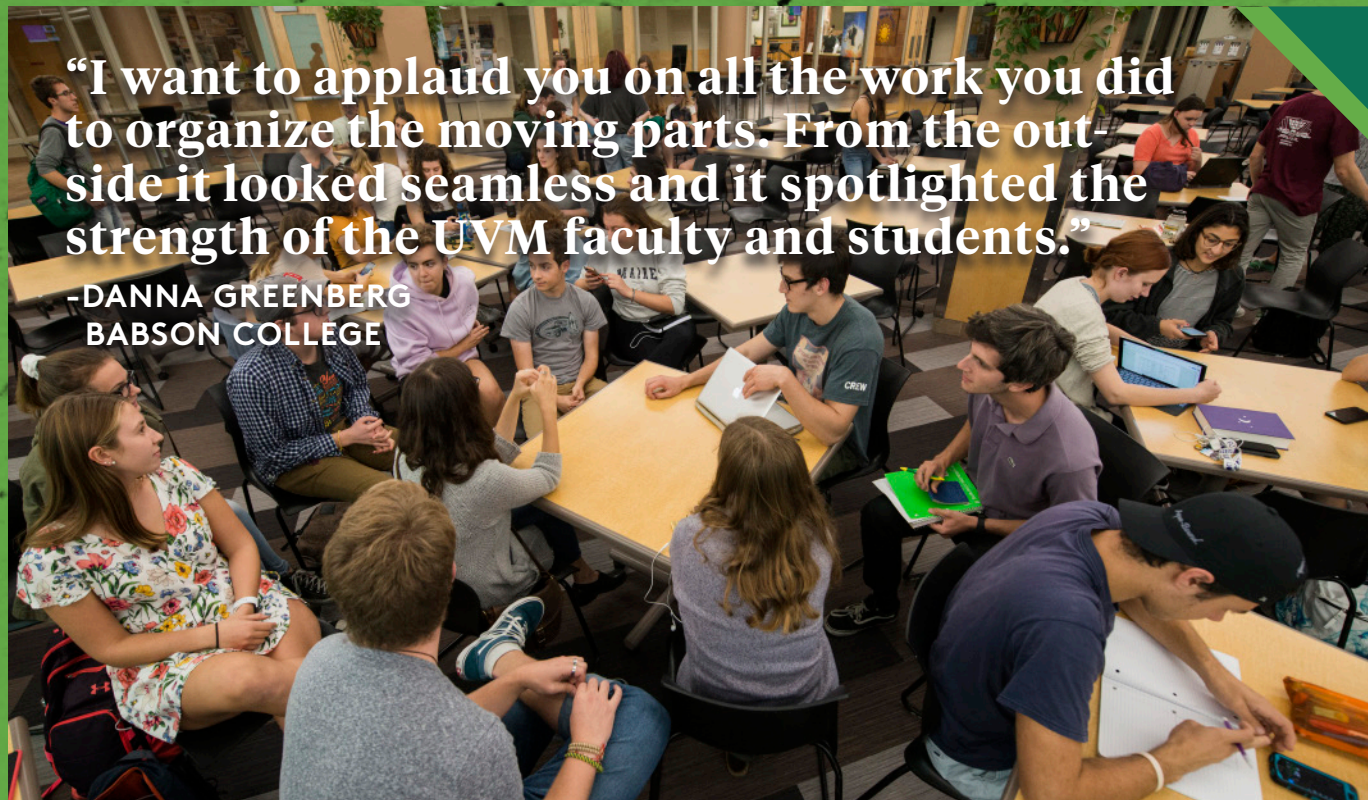
Abby Bittner
Christian (Chin) Albright
Elise Cracco
Jason Ross
Julia Finnegan
Maria Kissel

Facilitators

Brandon Salimi
Conor Robbins
Ryan Waystack



A GLOBAL COMPETITION



"I want to applaud you on all the work you did to organize the moving parts. From the outside it looked seamless and it spotlighted the strength of the UVM faculty and students."

-DANNA GREENBERG
BABSON COLLEGE



#FECC2019

UNDERGRADUATE TEAMS



Brock University

BROCK UNIVERSITY

Goodman School of Business

Primary Coach: Glenn Skrubbeltrang
Team Members: Mitchell Glass, Majid El-Assi, and Josiah Dueck



CARLETON UNIVERSITY

Sprott School of Business

Primary Coach: Liam Gravely
Team Members: Cassandra Lee, Hala Saoudi, and Nicole Opsteen



FACULTY OF MANAGEMENT
Rowe School of Business

DALHOUSIE UNIVERSITY

Rowe School of Business

Primary Coach: Albert James
Team Members: Taryn Faliszewski, Benjamin Manzer, and Ahmed Abdulhussain



GRAND VALLEY STATE UNIVERSITY

Seidman College of Business

Primary Coach: Ana Gonzalez
Team Members: Andrew Alber, Josefine Hoetzel, and Sarah Blissick



OREGON STATE UNIVERSITY
Austin Family Business Program

Primary Coach: Sherri Noxel
Team Members: Taylor Smith, Madeline Mullins, and Zack Fritzler



ROTTERDAM UNIVERSITY OF APPLIED SCIENCES

Primary Coach: Simon Cornet
Team Members: Mark Sluijs, Ankie Lemmens, Lars van Marrewijk



UNIVERSITI TUN ABDUL RAZAK
Unirazak

Primary Coach: Mohar Yusof
Team Members: Cheryl Shalini Das, Mohd Hafifuddin Rusdi, Megat Firdauz Putra



UNIVERSITY OF VERMONT
Grossman School of Business

Primary Coach: David Mount
Team Members: Clara Stejskal, David Gringeri, Olivia Mekkelsen



SAGINAW VALLEY STATE UNIVERSITY

Primary Coach: Izabela Szymanska
Team Members: David Terrio, Mersadies Jones, Aashish Karna



SYRACUSE UNIVERSITY
Whitman School of Management

Primary Coach: Todd Moss
Team Members: Allen Bailey, Jose Javier Garcia-Rovira, Alexandra Goodnough



WILFRID LAURIER UNIVERSITY
Lazaridis School of Business and Economics

Primary Coach: John C. Young
Team Members: Josh Kravitz, Quinn Robinson, Sloane Keilty



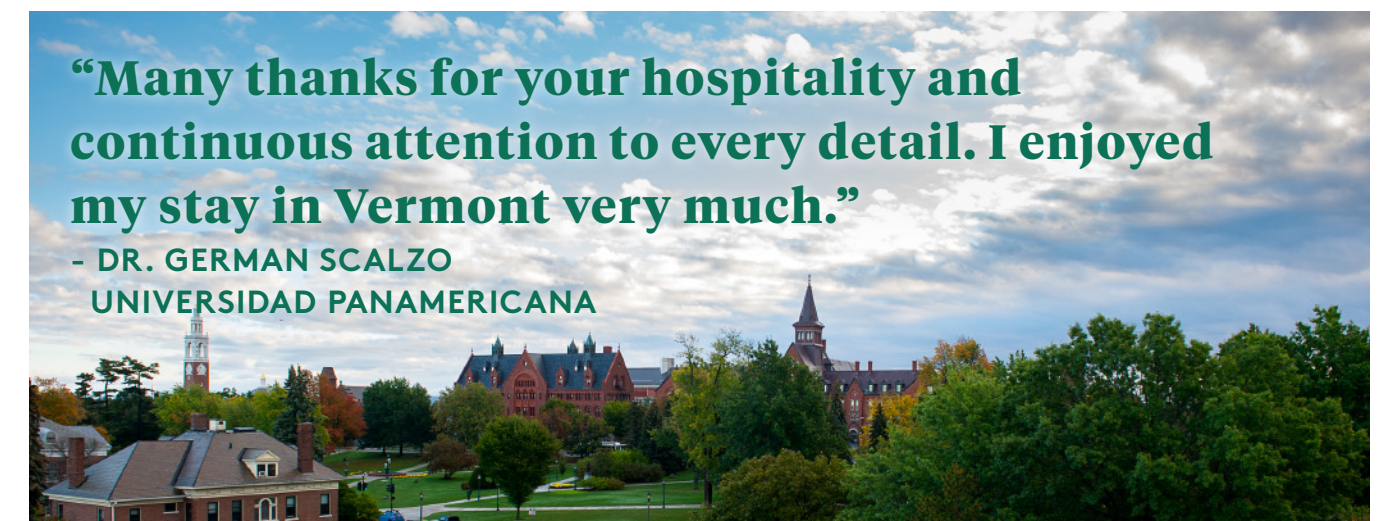
UNIVERSIDAD DE LOS ANDES
School of Management

Primary Coach: Luis Diaz-Matajira
Team Members: Laura Castillo Bendeck, Juan Sebastian Nassar Pereira, Simon Carbone



UNIVERSIDAD PANAMERICANA
GUADALAJARA

Primary Coach: María Begoña Cota Mencia
Team Members: Rodrigo Tamayo Morales, Regina Erickson Torres, Arturo Gonzalez Robles



“Many thanks for your hospitality and continuous attention to every detail. I enjoyed my stay in Vermont very much.”

- DR. GERMAN SCALZO
UNIVERSIDAD PANAMERICANA

“We want to thank you very much for the great experience that you created for all of us. You were able to create a very nice mix of competition, collegial discussions, and friendship. You have created something great, THANKS A LOT.”

**- ALBERTO GIMENO SANDIG
ESADE**



#FECC2019



GRADUATE TEAMS



ASIAN INSTITUTE OF MANAGEMENT
School of Business

Primary Coach: Andrea Santiago
Team Members: Timothy Clark Dauz,
Cindy Saw, Ava Española



**HEILBRONN UNIVERSITY OF
APPLIED SCIENCES**

Primary Coach: Joachim Link
Team Members: Malte Benz, Linda
Neubauer, Stefanie Eckert



ESADE BUSINESS SCHOOL

Primary Coach: Maria José Parada
Team Members: Yiwen Hsieh, Pablo
Angoso, Hassaan Ali Toor



ICN BUSINESS SCHOOL
Family Business and Entrepreneurship

Primary Coach: Mahamadou Biga
Diambeidou
Team Members: Jiaqi Tang, Marie Du-
arte, Kevin Sor



INDIAN SCHOOL OF BUSINESS

Primary Coach: Nupur Pavan Bang
Team Members: Hardik Kotecha, Sachin Agarwala, Shruti Gupta



JÖNKÖPING UNIVERSITY
International Business School

JÖNKÖPING UNIVERSITY International Business School

Primary Coach: Massimo Baù
Team Members: Rita Stefanuto, Kristina Baumgartner, Steven Lau



THE UNIVERSITY OF VERMONT
GROSSMAN
SCHOOL OF BUSINESS

UNIVERSITY OF VERMONT Grossman School of Business

Primary Coach: John Wilking
Team Members: Shawn Coutu, Travis Smith, Henry Vogt



浙江大学 管理学院
SCHOOL OF MANAGEMENT
ZHEJIANG UNIVERSITY



企业家学院
Institute for Entrepreneurs

ZHEJIANG UNIVERSITY Institute of Family Business

Primary Coach: Shihui Chen
Team Members: Chen Yong, Fabian-Alexander Triebe, Ervins Gorelovs



THE UNIVERSITY
OF ADELAIDE
AUSTRALIA

UNIVERSITY OF ADELAIDE School of Business

Primary Coach: Francesco Barbera
Team Members: Brent Alexander, Sean O'Gorman, Jack Lee



UNIVERSITY OF ALBERTA
ALBERTA SCHOOL OF BUSINESS

UNIVERSITY OF ALBERTA Alberta School of Business

Primary Coach: Graham Graff
Team Members: Anneka Bakker, Phillip Perin, Krishnendu Majumder



UNIVERSITY OF MANITOBA Asper School of Business

Primary Coach: Ellen Shi
Team Members: Qixin Liu, Tyler Phill, Keyan Zhao



UFM
UNIVERSIDAD FRANCISCO MARROQUIN
VERITAS • LIBERTAS • JUSTITIA

ESCUELA de
NEGOCIOS

UNIVERSITY OF FRANCISCO MARROQUIN

Primary Coach: Jaly Chea
Team Members: Mario Fernando Zuñiga Ramirez, Luis Jose Aragon Yanes, Brenda María Alonzo Juárez



DIVISION SPONSORS



2017 WINNERS

L: ESADE, Spain R: Wilfrid Laurier University, Canada



ADAM IFSHIN

Adam Ifshin is Founder and CEO of DLC Management Corp., which he founded in 1991. Since then, he has grown DLC into one of the nation's premier owners and operators of retail real estate, and one of the most active acquirers of assets with value added potential. Mr. Ifshin oversees DLC's acquisitions and dispositions, capital markets activities, redevelopments, joint ventures, and corporate strategy. As a principal, he has been involved in over \$4.5 billion of real estate transactions. Mr. Ifshin received a BA, cum laude, from Williams College, with honors degrees in economics and history, and was elected to Phi Beta Kappa.



JIM KELLER

Jim Keller is the President of Green Mountain Business Consultants, a consulting business solving a diversity of issues for International enterprises. He is also President of Rengo Packaging Inc. a packaging manufacturer located in Honolulu, Hawaii. Mr. Keller received a Bachelor of Science from the University of Vermont. He received his Masters of Business Administration from Dartmouth College. Mr. Keller is currently the Chairman of Board of the University of Vermont Foundation and the Indigenous Education Foundation of Tanzania, which provides for co-education opportunities in rural Tanzania Communities.



LISA LEHAN

Lisa Lehan lives in Boston, Massachusetts with her husband, Dan, and their three children. Lisa was a practicing attorney and CPA, and has been honored to volunteer her services for many charitable organizations over the years. She received her B.S. from the University of Vermont and her J.D. from Suffolk University Law School.



ROBIN TAUCK

Robin Tauck is a travel business leader, governing co-owner, and former president and CEO of Tauck, Inc. This third-generation global travel company offers luxury land, small ship cruising, river boating, event, and safari travel since its founding in 1925. She is a graduate of the University of Cambridge Sustainability Leadership Program (2006), the Stanford University Executive Business Program (1999), and the University of Vermont (1977), which honored her with the "Legacy of Leadership" Award in 2000. She is a U.S. Commissioner of UNESCO at the State Department, and in 2015 was honored with the "Connecticut Women's Award" for Global Action.



CHUCK TAUCK

Chuck Tauck worked for Tauck Tours in various roles until 1992, and after completing a graduate program at Cornell in 1994, returned to organize his family's business for its third generation succession. Today, the company is over 90 years old and already involved in 4th generation planning. In 1996, Chuck joined a group transforming a New York dairy farm into a vineyard. Today, Sheldrake Point Winery has 52 acres of grapes, produces 12,000 cases of wine and hosts 25,000 visitors annually, and is recognized as one of the top wineries in the Finger Lakes. Chuck graduated from the University of Vermont in 1976.



FAMILY FIRM INSTITUTE

The Family Firm Institute (FFI) is the most influential global network of thought leaders in the field of family enterprise, providing research-based learning and relevant tools for advisors and consultants, educators and academics, and family enterprise members to drive success. Nearly 2000 individuals and organizations from more than 80 countries across the globe belong to FFI. Together they create the oldest and most prestigious multidisciplinary professional association for family enterprise in the world.

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EY, Norway
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David C. Bentall
Next Step Advisors Inc.,
Canada
<https://www.nxtstp.net/about.htm>

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Grossman School of Business
uvm.edu/business



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