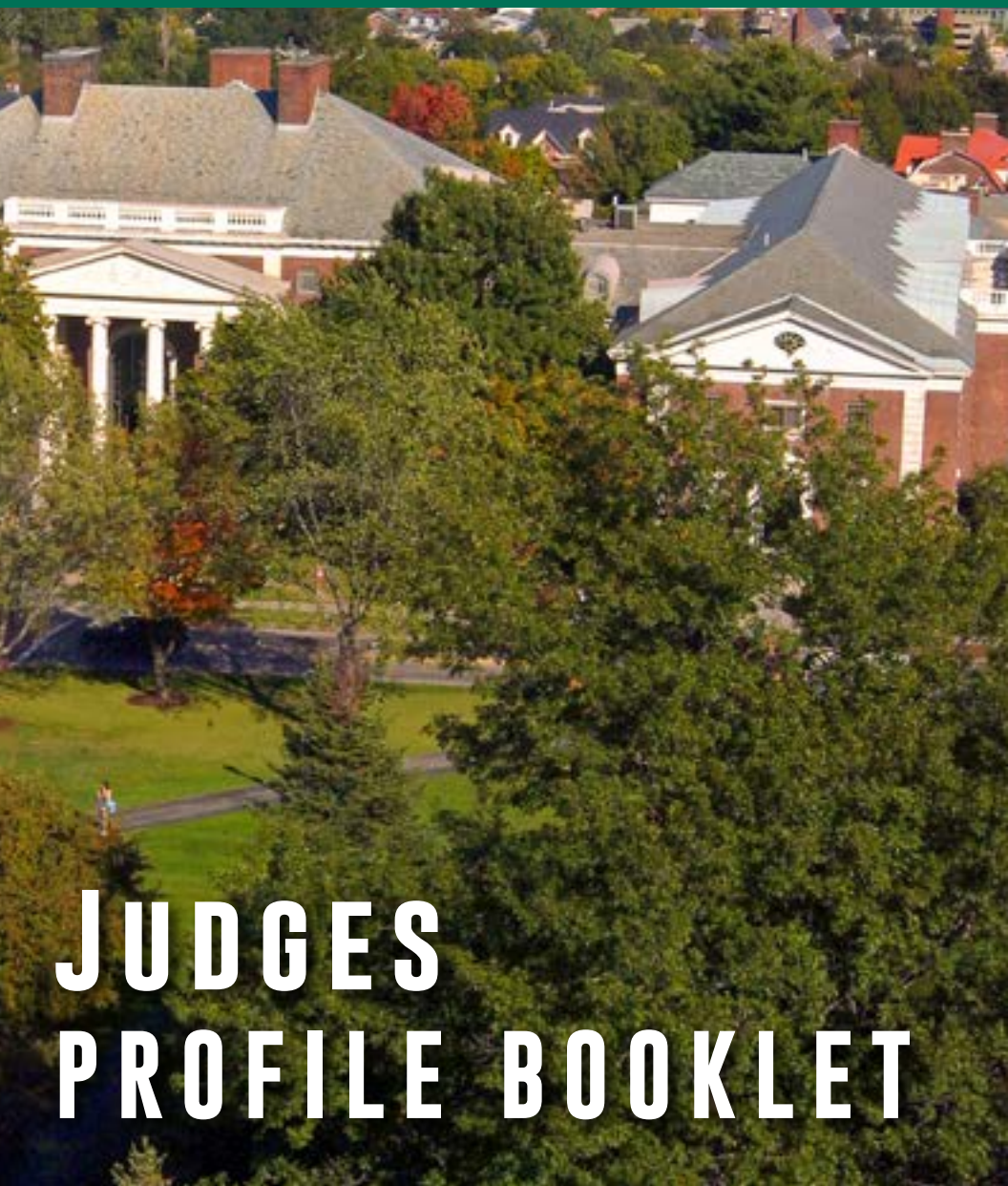


University of Vermont Grossman School of Business



**FAMILY ENTERPRISE
CASE COMPETITION**

January 9 - 12, 2019



JUDGES PROFILE BOOKLET

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JUDGE ORIENTATION LEADERS



Mira Bloemen-Bekx

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Windesheim University of Applied Sciences and
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The Netherlands

"Mira Bloemen-Bekx is a research member and a PhD candidate at the Dutch Center of Expertise in Family Business of Windesheim UAS, Netherlands. Her field of interest is family business succession. Since the beginning of the FECC, she has coached the Windesheim team and has really enjoyed the quality and dynamics of this competition. For more information, see LinkedIn: mira bloemen."



Judy Green

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Family Firm Institute (FFI)
USA

"Judy Green is the president of the Family Firm Institute (FFI), a global association of individuals and organizations that study and serve family enterprise. A frequent commentator on the family enterprise field, she is co-author of the upcoming eBook, Family Enterprise: Understanding Families in Business and Families of Wealth (Wiley 2014) and a recent article in Family Business Review, "The Effects of Goal Orientation and Client Feedback on the Adaptive Behaviors of Family Enterprise Advisors." She holds a Ph.D. from Marquette University and was the 2008 recipient of the FFI Barbara Hollander Award. Green was a judge in the 2013 IMD - Lombard Odier Global Family Business Award and will be a judge for the 2014 Family Wealth Report Awards 2014 given by ClearView Financial Media Ltd in the UK."

COMPETITION JUDGES



Stavros Athanasoulis

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Innovatank
Canada

“Passionate lecturer at Concordia University and driven entrepreneur with a strong sense of the importance of continuous learning. Founder of Erudite Academy, an educational center that works with the public sector to help recent immigrants and their families establish themselves in Canada. Chief of Sales at Innovatank.com: a smart bridge between classroom theory and real-world experience and the most exciting way for students to develop their soft skills.”



Emily Bates

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Google Inc.
USA

“Emily is a program manager at Google Cloud in Sunnyvale, California. She has held several roles at Google in technical and program management fields. Her current role is on a strategy & operations team within a cloud engineering organization. She focuses on managing strategic planning, defining engineering program frameworks, and increasing operational velocity within Google Cloud. Her previous role was leading technical integrations with Google Cloud partners, in which she facilitated 300+ engineering projects in partnership with over 100 unique companies. Emily graduated from the UVM Grossman School of Business in 2015, and previously worked at FECC as a Student Lead Coordinator and Team Host. She is excited to return to FECC this year as a judge.”



Brad Berggren

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Finance IQ LLC
USA

"Brad is an accomplished Entrepreneur, Senior Executive, and Board Member with more than 25 years of success spanning financial services, asset management and banking. Currently, Brad is a Managing Partner with Finance IQ a financial education and training company. Previously, he was Founder, CEO and CIO of Parametric Risk Advisors, an asset manager in Westport, CT. Brad is a 1988 graduate of UVM."



Michael Bergman

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Bergman Real Estate Group
USA

"Michael Bergman is the president and CEO of Bergman Real Estate Group, a full service real estate investment and management firm that specializes in the acquisition, ownership, management, leasing, and construction supervision of commercial properties throughout New Jersey and other select markets. Michael joined the family business in 1991 and is responsible for directing the firm's acquisitions, overseeing its' in-house leasing and marketing activities and managing the firm's investor/client relations with its joint venture capital partners, lenders, and private investors.

Since its formation in 1988, Bergman Real Estate Group has earned a solid reputation as a leader in the New Jersey office market with a current portfolio consisting of 24 office buildings comprising over 2.25 million square feet.

Michael is a licensed real estate salesperson in New Jersey and is affiliated with the following organizations: NAIOP, IOREABA and BOMA."



Arran Brazinski-Joyce

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"While a student at the University of Vermont, Arran was heavily involved with the Family Enterprise Case Competition and was a Lead Student Coordinator during the 2014 and 2015 competitions responsible for the hiring and managing of the student ambassadors and room coordinators. After graduating from the University of Vermont business school in 2015, Arran began GE's Financial Management Program, a rigorous two-year rotational program which places program members in different GE businesses and functions across the world. While in the program he worked in various finance focused roles including controllership, base cost planning, supply chain finance and income statement FP&A within GE's Renewables, Oil & Gas and Power Generation businesses. During this time, he took the lead role in preparing adjusted financials for the recently merged GE Oil & Gas and Baker Hughes Inc. for SEC filings and the 2017 Barclay's Energy CEO conference. Most recently, Arran began working as a corporate development manager at Baker Hughes, a GE company (NYSE: BHGE)."



Brett Coffman

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BB&T Wealth
USA

"Dr. Coffman has been a family and business advisor since 1998, at BB&T Wealth since 2007. He is also an Adjunct Professor in the Gardner-Webb University Master of Wealth and Trust degree program and has been an Adjunct Professor at UNC-Charlotte and Kansas State University. He earned a B.S. in both Political Science and Economics from the University of Utah, a Master of Business Administration from Syracuse University, a Certificate in Personal Financial Planning from New York University, a Certificate in Family Business Advising from the Family Firm Institute, and is a Cannon Trust School graduate. In addition, he has a Ph.D. in Personal Financial Planning from Kansas State University, with a focus on family business dynamics and succession preparedness. Dr. Coffman has been published in a number of journals and is a reviewer for several academic journals. Business clients have included a wide range of industries and sizes, but tend to focus on those who have not had help before."



Josiane Fahed-Sreih

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Lebanese American University
Lebanon

“Dr. Josiane Fahed-Sreih is a full time Associate Professor of Management in the School of Business at the Lebanese American University. She is the founder and currently the Director of the Institute of Family and Entrepreneurial Business at the Lebanese American University. She is currently the Chairperson of the departments of Hospitality Management and Marketing at the Lebanese American University. She holds a Ph-D from the Sorbonne University and is a fellow member of the Family Firm Institute, USA. She holds the responsibility of the Middle East Coordinator for the Family Firm Institute, USA. She is a Family Wealth and a Family Business Consultant. She is the winner of the 2007 International Award on family Business from the Family Firm Institute in the US in recognition for outstanding achievement in furthering the understanding of family business issues that occur between two or more countries.”



Hanqing “Chevy” Fang

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Missouri Univeristy of Science and Techonology
China

“Fang’s research primarily focuses on family firms, entrepreneurship, and strategic management. His works have appeared or are forthcoming in journals such as Entrepreneurship Theory & Practice, Global Strategy Journal, Journal of Product Innovation Management, Asia Pacific Journal of Management, Small Business Economics, Journal of Small Business Management, Journal of Sustainable Tourism, Management Decision, Family Relations, among others. He has received Best Paper Award, Best Family Business Paper Award, Best Practitioner Paper Award and Honorable Mention and other scholarship in the U.S. Association for Small Business and Entrepreneurship (USASBE) conference, Family Enterprise Research Conference (FERC), Family-Owned Business Institute (FOBI) and others. He receives Family Firm Institute (FFI) Best Dissertation Award in 2017. He also receives the Outstanding Reviewer Award for Family Business Review journal in 2018. Dr. Fang serves in the Editorial Review Broad for Entrepreneurship Theory and Practice and Journal of Family Business Strategy.”



Davis Farmer

Ulysses Advisory Group
USA

“Davis Farmer is an experienced entrepreneur in the life sciences. He has been involved in more than a dozen start-up companies as a VC, founder, CEO, board member and key advisor. He has formed companies in the US, Great Britain, New Zealand and Russia. His current focus is on the burgeoning life science sector in Turkey.”



Joe Fusco

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USA

“Joe is the Director of The Sustainable Innovation MBA, and teaches a year-long personal leadership seminar in the program. He also serves a chair of the Advisory Board for the program. Joe speaks frequently to companies and organizations on leadership, organizational culture, problem-solving, business and cultural trends, economic development, business strategy and sustainability, and life/work balance. He’s been engaged as a speaker by groups and companies such as the U.S. Department of Agriculture, Vermont Gas Systems, the Project Management Institute, MyWebGrocer, Green Mountain Power, U.S. Department of Homeland Security, and the Telecommunications Association of the Southeast. Joe is also a vice president of Casella Waste Systems, where he serves as an advisor to the chairman and CEO and is an executive coach to over 200 mid- and upper-level managers and numerous work teams. He is a trustee of the Vermont Youth Conservation Corps, and serves on the Vermont Governor’s Climate Action Commission.”



Steven Gagner

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14th Star Brewing
USA

"Steve Gagner is a Soldier, currently assigned to the Army Mountain Warfare School in Jericho, Vermont. He served two combat tours; Iraq in 2005 and Afghanistan in 2010. He is a two-time recipient of the Bronze Star. Steve is an entrepreneur, co-founding 14th Star Brewing Company in 2011. The company distributes to six states and has received numerous awards. He was recently named the Entrepreneur of the Year by the Military Times (2018) and a Vermont Business Magazine "Rising Star" (40-under-40) in 2016. He also recently co-founded Danger Close Craft Distilling – a company dedicated to teaching the concepts of entrepreneurship to military veterans. Steve is an educator, having served as the Assistant Professor of Military Science at Norwich University, the Military College of Vermont, teaching cadets the concepts of leadership as well as the art and science of warfare. He continues to educate through guest lecturer engagements at both Norwich and the University of Vermont."



Luca Gnan

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Tor Vergata University
Italy

"Luca Gnan is Full Professor of Organizational Behavior at Tor Vergata University, where also he is the Director of the Bachelor in Business Administration and Economics. He is the past-president of the European Academy of Management (EURAM). He is Member of the Central Evaluation Committee of the Tor Vergata University and Board member of the Tor Vergata World University. He is and has been involved in various academic and public associations, including membership of the Education Ethics Executive Committee of AOM (Academy of Management), AOM BPS Division representative for Europe, AOM OMT Division Research Committee, Vice-President and Executive director of EURAM (European Academy of Management), Review Board member of FERC (Family Enterprise Research Conference), Sub-theme Convenor of EGOS (European Group of Organizational Studies), and Stream Chair of CMS (Critical Management Studies.)"



Carole Greenberg

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Self-Employed
USA

"Carole Nagelsmith Greenberg is a marriage and family therapist in private practice and has served on the board of numerous non-profit organizations and as a trustee of a family foundation. She is a member of the UVM Foundation Leadership Council. As part of her private practice, she has consulted with numerous family businesses. Prior to her private practice, she co-founded a consulting firm that specialized in corporate relocations and provided services to fortune 500 companies including Mobil, Exxon and Westinghouse. Ms. Greenberg received her MS in Counseling and Human Resources from the University of Bridgeport and her post graduate degree from the Family Institute of Westchester. She has a BS in Nursing from the University of Vermont."



Stephanie Hainley

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White + Burke Real Estate Investment Advisors
USA

"Stephanie Hainley is the Chief Operating Officer and Senior Project Manager at White + Burke Real Estate Investment Advisors, running the firm day-to-day and providing third-party development services around the State of Vermont. Stephanie is also the Chair of the Main Street Alliance of Vermont board, a Director of the Northfield Savings Bank Foundation board, and sits on the board of Leadership Champlain through the Lake Champlain Regional Chamber of Commerce. Her work with the Chamber also includes sitting on the Public Policy Committee and the Advocacy Task Force. She is the immediate past president of Burlington Business & Professional Women (BPW) and serves as a corporator to Northfield Mutual Holding Company. Stephanie received her BA in sociology from UVM and MBA from Champlain College. She is passionate about policy supporting gender equality, economic development, and workforce stability. Stephanie enjoys dancing, hiking & cooking and lives in Burlington's South End."



Gijs Hemmink

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"Gijs Hemmink started working at his family business as a Management Trainee in early 2019. A third-generation family business, Hemmink B.V. imports, manufactures and distributes electrotechnical supplies for the construction, recreational and industrial markets. A Dutch national, Gijs holds a strong international focus. Prior to joining the family company, Gijs started his career as a manager in the field of fashion and design e-commerce in Milan, Italy. He holds master's degrees in Business Strategy from Amsterdam Business School and in Management of Creative Industries from Bocconi University, in Milan. On a personal note, Gijs is an avid traveller and runner."



Daniel Holt

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Mississippi State University
USA

"Danny has an eclectic background with degrees in electrical engineering, environmental management, human resource development, and management. Before joining the Business Bulldogs of Mississippi State University, he retired after 20 years of active duty military service as an officer in the United States Air Force. During this time, he worked as an engineer all over the world, from Myrtle Beach to Uzbekistan, earning several commendations to include a bronze star for his service in the Middle East, the Meritorious Service Medal on two occasions, and an Army Commendation medal (something rare for Air Force officers). He received his doctorate degree in Management from Auburn University, transitioning from active duty to the faculty at Mississippi State University in 2010. Danny currently leads courses entrepreneurship, business policy, and small business consulting in Mississippi State University's College of Business. Danny is an avid researcher who is a licensed panhandler, bulldozer operator, and bartender."



Adam Ifshin

DLC Management
USA

"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. Mr. Ifshin is a member of the Board of Trustees of the International Council of Shopping Centers (ICSC), a member of the Executive Board of the Board of Trustees of ICSC. He is a full member of the Urban Land Institute (ULI), is a past Chair of ULI's Retail Council (Blue). He has testified on behalf of the real estate industry in both the House of Representatives and the Senate on the issue of Carried Interest."



J. Kay Keels

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Coastal Carolina University
USA

"Dr. J. Kay Keels is Professor of Strategic Management at Coastal Carolina University's Wall College of Business Administration where she teaches the senior capstone course in strategic management. Keels earned her Ph.D. in strategic management from the University of South Carolina, M.Ed. in recreation administration from the University of Georgia, B.A. in special education from Columbia College, and she attended Emory University's Candler School of Theology where she earned the M.Div. degree, graduating Summa cum Laude. Keels taught at Louisiana State University's College of Business where she developed the Live Case program for MBA students and was cited with the MBA award for excellence in teaching, the Outstanding Faculty award for Women and Gender Studies and an appreciation award for service to LSU's Business & Technology Center, a small business incubator. During her study at Emory's School of Theology where she received numerous academic scholarships and awards."



Michael Keller

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Gallagher, Flynn and Company, LLP
USA

"As a general services partner of Gallagher, Flynn & Company, LLP and co-managing partner since 2004, Mike is responsible for providing and coordinating ongoing accounting, auditing, tax, and business advisory services to a substantial number of our clients. Mike has extensive experience working with closely held corporations in every stage of development that are both owner-operated and private equity/venture-owned. These include manufacturers, retailers, wholesalers, mail order, real estate entities, and recreational and hospitality businesses. He also works with and advises many not-for-profit entities. In June of 1985, Governor Madeleine Kunin appointed Mike to the Vermont Board of Accountancy, a governmental body that regulates the profession. He served on the board for three years, retiring as chairman in 1988."



Jim Keller

Green Mountain Business Consultant
USA

"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."



James Keller

Tocqueville
USA

"James R. Keller Jr. has over twelve years of equity valuation, analysis and debt restructuring experience. He is a Partner and Co-Founder of RAIF, LLC, an investment adviser to Real Assets Equity Income Fund, LP ("RAEIF, LP"), both of which were formed in 2010. He is also a Partner in Thermopolis Partners, LLC, an SEC-registered investment adviser to RAEIF Alpha, LP, a private investment fund formed in 2005. Mr. Keller joined Thermopolis Partners in early 2005 as the firm's Partner, Senior Analyst and Trader. From 2005 through today, Mr. Keller has been involved in equity analysis, trading, idea generation and portfolio management for Thermopolis Partners, LLC and RAIF, LLC. Prior to joining Thermopolis Partner, LLC, Mr. Keller was a Financial Analyst with Houlihan Lokey Howard & Zukin in New York, NY from July 2003 to December 2004. HLHZ is a mid-sized investment bank focused on corporate valuations, debt restructurings and mergers & acquisitions. Mr. Keller worked primarily on debt restructurings and M&A in a variety of industries and Mr. Keller graduated from the University of Vermont with a B.S. in Finance in 2003."



Charlie Kittredge

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Crane & Co.
USA

"Charles Kittredge is the former Chairman and Chief Executive Officer of Crane & Co. Kittredge is a sixth-generation descendant of Zenas Crane, who founded the company in 1801. With its headquarters in Massachusetts and facilities in New Hampshire, Georgia, Sweden and Malta, Crane specializes in the manufacture of banknote papers, printed banknotes, passports and counterfeit deterrent security features for the United States and central banks around the globe. Kittredge serves on a variety of profit and non-profit boards."



Michael Klein

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MK Insights LLC
USA

"Michael is a consulting psychologist and author of "Trapped in the Family Business: A Practical Guide to Uncovering and Managing this Hidden Dilemma." He serves as an advisor and facilitator to individuals in family businesses on issues including family conflict, professional and personal development, and transition strategy. Michael has over 15 years of experience working with industries including pharmaceuticals, financial services, construction, education, agriculture, health-care, commercial real estate, manufacturing, information technology, and entertainment. He is a recognized member of the American Psychological Association (apa.org) and Society for Industrial and Organizational Psychology (siop.org), and is a frequent speaker to family business centers, international advisor associations, and other industry groups. His book and work have been featured in The New York Times, USA Today, as well as numerous trade and industry-specific publications and online media."



Steve Legler

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TSI Heritage
Canada

"Steve Legler grew up as the heir apparent to his father in the family business that "Steve Sr." had started before "Steve Jr." was born. After dutifully completing his MBA to prepare himself to eventually take over their steel fabricating business, a liquidity event changed those plans pretty quickly. So instead, Steve spent a couple of decades running their "Family Office" even though that term was still not well known. Steve eventually got wind of the "Family Enterprise Advisor Program" in Canada, and somehow ended up there, just in time to have his "calling" in his late 40's. He has since re-oriented his work towards helping family businesses, while concentrating on the family circle. Steve immersed himself in coaching, mediation and facilitation training, and continues to study Bowen Family Systems Theory. He is the author of SHIFT your Family Business (2014) and the upcoming Interdependent Wealth (2019)."



Peyton Leveillee

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Groupeconnect
USA

"Grossman school alumni who is employed at Groupeconnect Boston on the BetterMoneyHabits account. Specializes in tech management using the Scrum framework. In his free time you will find him skiing, traveling and definitely eating."



Samie Li Shang Ly

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Innovatank / Concordia University
Canada

"After completing her Ph.D in Business Technology Management and MBA in Strategy and Case Competitions, she co-founded Innovatank, an experiential platform hosting case challenges for all innovators in the world. She wants to create a social impact in education by bridging theory and practice. She currently teaches Data Modelling at Concordia University and is the recipient of the President's Excellence in Teaching Innovation Award. She is now dedicated in researching the fields of Innovation, Learning and Analytics in Technology using Machine Learning and Game Theory with her team at Innovatank. Samie was a coach and past finalist of the FECC and have participated in over 15 case competitions."



Pam Mackenzie

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State of Vermont-Department of Economic Development
USA

"Over 30 years of leadership experience with a strong track record developing and implementing strategic direction for public and private sector organizations. Recognized as a leader in employee development, operations, business development and community involvement. Recently joined the State of Vermont, Department of Economic Development to manage the implementation of the Economic Development Marketing Plan."



Nancy Mathews

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USA

“Dr. Nancy Mathews leads the Rubenstein School of Environment and Natural Resources at the University of Vermont, serving as its Dean since 2014. Previous to this position, Dean Mathews spent nearly 20 year as Professor of Wildlife Ecology and Environmental Studies at the University of Wisconsin-Madison. She served as Director of the Morgridge Center for Public Service from 2010-2014, chair of the Conservation Biology and Sustainable Development program from 2009-2010, and director of the 10-year Reaccreditation for the University from 2007-2009. Prior to her move to UW-Madison in 1995, she served as the Assistant Unit Leader for the USGS Texas Cooperative Fish and Wildlife Research Unit at Texas Tech University. Dr. Mathews received her B.S. in biology from Penn State in 1980 and her M.S. in 1981 and Ph.D. in 1989 from SUNY-College of Environmental Science and Forestry, with post-doctoral training at the University of Georgia, Savannah River Ecology Laboratory. Dr. Mathews has published widely in the field of wildlife ecology and specializes in conservation biology and animal behavior.”



Ilse Matser

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Windesheim University of Applied Sciences
The Netherlands

“Ilse A. Matser is Professor of Family Business at Windesheim University of Applied Sciences in the Netherlands where she also serves as director of the Dutch Centre of Expertise in Family Business. Currently, she is the board chair of the STEP Project. The STEP Project — Successful Transgenerational Entrepreneurship Practices — is a global applied research initiative that establishes learning partnerships between academics and business families in order to explore the entrepreneurial process in the family form of business organization. Ilse’s core research interests include responsible ownership and family governance. Ilse has disseminated knowledge through publication of teaching cases, managerial articles and book chapters. She is an active educator and advisor to several business families.”



Leilanie Mohd Nor

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Taylor’s University
Malaysia

“Dr. Leilanie Mohd Nor is Associate Professor of Family Business and Entrepreneurship at Taylor’s University, Malaysia, where she also heads the research cluster for Family Business and Entrepreneurship. She led the Malaysian team for the Successful Transgenerational Entrepreneurship Practices (STEP) research on family business from 2009 to 2017. Between 2011 to 2014 she was the STEP Asia Pacific Leadership Council (Chair) and the STEP Global Board member from 2013 to 2015. Between 2003-2005, she was a Board Member of DRB-HICOM Information Technologies Sdn Bhd, a subsidiary of a large conglomerate company in Malaysia, DRB-HICOM. Leilanie was at Malaysia Airlines between 1997 to 2003, where she was involved in planning and implementing the migration to the then, Kuala Lumpur International Airport. Since 2011, she has trained more than 900 entrepreneurs via the National Institute for Entrepreneurship (INSKEN) and CIMB BEST (Entrepreneur Skill Transformation) programs. Leilanie has provided consultancy and advisory services to family businesses and numerous ventures from retailers to manufacturers, and from tech start-ups to social ventures. Her more than 10 years in large companies, 12 years in the academia; her entrepreneurial ventures and her knack for marketing, contribute to her competencies as a researcher, advisor, consultant, coach and trainer.”



James Mount

jmount@westaff.com
Mount Family Group, LTD
USA

“James Mount grew up in and around the family business of temporary staffing and personnel services. In 1997, James joined the family firm full time, and rose through the ranks to a management level. In early 2009, he purchased a minority interest in the company and in 2010 he became the majority shareholder. He is active in the local community and serves as an advisor to his franchisor. In 2012, Mount Family Group received an award from the SBA for the Family-Owned Small Business of the Year.”



Roger Nadeau

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Cabot Creamery Cooperative
USA

"With over 25 years of HR experience in the manufacturing, utility, medical and retail industries, Roger utilizes his extensive HR management and corporate recruitment skills to provide excellent opportunities to individuals who have a defined focus and the confidence needed to succeed. His firm belief is that organizations always win when the right talent is selected to meet both their current and future needs."



Mary Owens

Shoeys Pty LTD
Australia

"Mary Owens is married to Richard. They have four children and fourteen grandchildren. Mary has had a great deal of experience and success in the family business sector as the matriarch of her own business family for over 50 years. She is a keen student of the principles used by the best educators in the world in the discipline. Over the past 10 years she has spoken to classes at IMD about the important role of the mother as the glue that keeps the family together."



Richard Owens

Shoeys Pty LTD
Australia

"Richard Owens is Chairman of his family's Retail, Real Estate and Investment companies in Sydney, Newcastle and Hunter Valley in Australia.

After he sold his supermarket company 'Shoeys' to Australia's largest retailer in 1988, he was invited to a role as Executive in Residence in the faculty of Family Business at IMD in Switzerland. For the past 20 years, he has taught Family Business and Governance at IMD, Harvard Business School, Kellogg School of Management at North Western University Chicago and spoken to many other groups around the world.

He spends a good percentage of his time with not for profit and community groups and has been awarded by the Australian government for this work and his philanthropy."



Nick Pisalyaput

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Sustainability & Entrepreneurship Center, Sasin
School of Management
Thailand

"Nick is an investor and entrepreneur, with over 25 years' experience. He continues to retain active management roles at a number of ventures that he founded, or co-founded, across an array of industries that include real-estate development & property management, catering, management consulting, digital marketing, and alternative energy. He received B.Sc. from Bristol University (UK) and MBA from Sasin School of Management (Thailand), where he is currently a start-up mentor and a faculty member specialising in Entrepreneurship, Sustainability, and Business Ethics. At Sasin, Nick also serves as the founding Director of the Sustainability and Entrepreneurship Center. Through roles such as President of the Corporate Responsibility & Ethics Association for Thai Enterprise (CREATE), President of Net Impact Bangkok Professional Chapter, and Thailand's representative of the Caux Round Table, Nick was honoured by the World Economic Forum (WEF) as a Young Global Leader in 2011. Nick is an active member of the Rotary Club of Bangkok South, Thailand's largest such service club, and was its President in 2012/13."



Andy Prevost

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USA

"Andrew Prevost is the Elizabeth and David Daigle Professor of Finance at the University of Vermont. He teaches classes on corporate finance, security valuation, and fixed income security analysis. His primary research focus is on the shareholder activism, board of director oversight, and the effect of firm- and security level characteristics on the pricing and non-price terms of corporate bonds such as term, optionality and ratings with recent publications in the Journal of Corporate Finance, Journal of Banking and Finance, and Financial Management among others. He holds a PhD in Economics from Wayne State University and a BA from Alma College (MI). He previously held faculty positions at Ohio University, Concordia University, and Massey University (New Zealand)."



Helen Riehle

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City of South Burlington
USA

"Helen Riehle spent 10 years teaching middle school social studies, 18 years serving in the VT House of Representatives (10) and the VT Senate (8) and most recently completing the term of Sen Diane Snelling, and 15 years as an Executive Director of two non-profit organizations, the VT Program for Quality in Health Care and then the Champlain Valley Area Health Education Center. In the legislature she chaired the Senate Health and Welfare Committee, a member of Natural Resources and General Affairs and Housing. In the House she served on Appropriations, Administrative Rules, and Health and Welfare. Ms Riehle has been very active in numerous community boards and organizations. Currently she is chair of the South Burlington City Council."



Ted Riehle

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Silverlake Wealth Management
USA

"Mr. Riehle graduated from UVM in 1970 with a BS Degree. He started his working career as a teacher and hockey coach at Mt Mansfield High School. In 1982 he was recruited to join Merrill Lynch. He was appointed to the Executive Club his first year which honored top 1% producers. An opportunity arose several years later and he joined Morgan Stanley where he had a successful career for 18 years as VP of Investments. In 2002 he formed his own investment advisory company with several other Morgan Stanley advisors under the name of Silverlake Wealth Management with clients in 25 states. Ted's service to community included Burlington School Commissioner, Burlington Board of Alderman President, and 3 terms in the Vermont Legislature. Presently, he is a member of the South Burlington Planning Commission. His hobbies include hiking the green mountains and New Hampshire white mountains with his 3 dogs. Biking the wonderful routes in Vermont and Canada."



Michelle Rosowsky

rosowsky@gmail.com
Marathon Health
USA

"Michelle Rosowsky is the Business Strategist for Marathon Health, where she is responsible for identifying internal and external opportunities to improve business performance and maximize value for customers. She has over 20 years' experience helping organizations reach strategic goals through communication, process improvement, and outcomes assessment. She has an MBA, an MA in Rhetoric and Communication, and a BS in Exercise Science. She has worked in sports marketing, higher education, corporate wellness, and as a writer and editor. She lives in South Burlington, Vermont with her family."



Brian Slevin

PwC
USA

"Brian grew up in Long Island, New York and has recently moved to South Boston. He graduated from the University of Vermont (UVM) with his undergraduate degree in 2014, followed by his master's in 2015. While at UVM, Brian played on the varsity lacrosse team, but spent his spare time snowboarding in the winter and cliff jumping in the summer. He is also a FECC alumni, having participated in the graduate division during his master's year. After starting his accounting career with an international internship in Prague, Brian spent three years in the Private Company Audit practice working on a range of industries from retail and distribution, to pharmaceutical manufacturing. He now works as a 'Deals' associate in PwC's Advisory practice; helping companies through the Financial Due Diligence process. In his leisure, Brian enjoys playing golf and softball; fishing, hiking, and traveling."



Leslie Black Sullivan

lblack6000@yahoo.com
UVM
USA

"Leslie Black Sullivan spent 25 years in the investment business. She began her career on Wall Street at Bear Stearns and Smith Barney in New York City. She then served as a Vice President at American Express Asset Management and as a Vice President at First Asset Management in Minneapolis before becoming the Managing Director of Okabena Advisors, a money management division of the Dayton family investment office. Her interests include the arts and humanities and animal protection and welfare. She is on the boards of the Vermont Symphony Orchestra and Burlington City Arts. Previously, she was on the boards of the Humane Society of Chittenden County, Artspace (a national leader in artist-led community transformation based in Minneapolis, Minnesota), the Frederick R. Weisman Art Museum at the University of Minnesota and the Bridges to Learning Foundation. Leslie is a graduate of the University of Vermont and holds an International Diploma in Humanitarian Assistance from the Institute of International Humanitarian Affairs at Fordham University."



Robin Tauck

Tauck Inc
USA

"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

Tauck Inc
USA

"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, Shel-drake 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."



Srinivas Venugopal

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UVM
India

"Srinivas Venugopal is an Assistant Professor of Marketing at the University of Vermont. Srinivas's research examines the intertwined nature of consumption and entrepreneurship in subsistence marketplaces where more than a billion poverty-stricken entrepreneurs run micro-enterprises to meet basic consumption needs. His research has been published in reputed academic journals such as Journal of Public Policy and Marketing, Marketing Theory, Journal of Macromarketing and Organization & Environment. Prior to pursuing an academic career, Srinivas was leading a technology-based social venture in Tamil Nadu, India. His venture was focused on delivering education services to low income consumers in rural regions of Tamil Nadu. Committed to being an engaged scholar, he also runs an education-focused social enterprise called Diya in two large low-income neighborhoods of Chennai, India."



Jim Vigoreaux

jvigorea@uvm.edu
UVM
USA

"Jim O. Vigoreaux was named Associate Provost for Faculty Affairs effective September 1, 2015. Dr. Vigoreaux earned a BS in Mathematics from the University of Puerto Rico (Rio Piedras) and a PhD in Biochemistry from the University of Oklahoma. He joined the Biology Department at UVM in 1991 after completing a post-doctoral fellowship in Cell Biology and Genetics at the Massachusetts Institute of Technology. In 2005 he was appointed Chair of Biology, a position he held until 2015, and in 2012 he was named the Breazzano Family Green & Gold Professor in the College of Arts & Sciences. He holds a secondary appointment in the Department of Molecular Physiology & Biophysics."



Randy Waesche

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Family Business Advisor/Registered Investment Advisor
USA

"Randy Waesche has spent his 34 years as a financial consulting pioneer guiding Resource Management, LLC. to national prominence. He is active professionally and in the community serving on numerous committees and Boards. Professionally, he is currently serving on the Financial Planning Association (FPA) Investment Committee and is a former national board member for the Institute of Certified Financial Planners, the predecessor of the FPA. Civically, Mr. Waesche is on the Board of Directors and Executive Committee for the Mary Bird Perkins Cancer Center; a nationally recognized center of excellence for cancer treatment, and is the Chairman Elect for the Northshore Community Foundation. In the past, he has served on the Boards of the Lake Pontchartrain Basin Foundation, the West St. Tammany Parish YMCA, and the St. Tammany Parish Economic Development Foundation. In addition to his wealth management activities, Mr. Waesche has a subspecialty in family business advising and is an active member of the Family Firm Institute."



Thomas Waring Jr.

twaring@familyandbusinessdirections.com
GCW Capital Group, LLC
USA

"Tom has been active in the financial services industry since 1982 and is the founder of Waring Financial Group and co-founder of GCW Capital Group and GCW Capital, LLC. Tom focuses on serving closely held family businesses, key executives and high net worth individuals. He provides his clients with holistic business and personal financial planning including business succession planning, estate analysis, insurance planning, investment solutions, selective key employee and employer benefits and charitable giving. He is also CEO of Family & Business Directions, LLC, a consulting business established in 2010 to help business owners and families to successfully develop "Family Wealth" sustainability. He also serves as a Director and Human Resources & Compensation Chair of Evans Bank. Tom resides in Hamburg, New York."



Meaghan Winter

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Wayfair
USA

"Meaghan Winter is a Senior Product Associate at Wayfair, an on-line furniture company headquartered in Boston, MA. Meaghan uses her communication and problem solving skills to lead her team of software engineers to solve business problems that help to deliver products to customers in a more efficient manner. Growing up, she experienced family businesses and the difficulties they face through her father's IT company. After college, she was able to combine family business knowledge with her business education to improve the company's processes and the customer experience. Working in a family business helped her to take a step back to understand the whole problem, a tactic that she uses frequently in her current role. Meaghan is passionate about making a difference in small businesses and promoting female equality in the workplace. A previous FECC participant, Meaghan is excited to see the creative solutions FECC competitors have to offer."



Robyn Worrall

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Lannett Company
USA

"After graduating from the business school at the University of Vermont in 2014, I immediately began working in sales in the tech industry. After gaining as much of the best sales experience I could cold calling daily, I began working for my family business in January 2016. My mother began her business by herself in 1990, working with one pharmaceutical supplier, and was able to establish Ren-Pharm as one of the most well respected API agents in the US for the generic pharmaceutical industry today. After competing in FECC for UVM in 2014, and placing second, I knew I had gained a tremendous amount of knowledge about all of the obstacles in entering your own family business."



Andy Yu

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University of Wisconsin-Whitewater
Taiwan

"Andy Yu is an associate professor of management at the College of Business & Economics at the University of Wisconsin-Whitewater. He received his Ph.D. from Texas Tech University. His work has appeared in Family Business Review, International Small Business Journal, Advances in Entrepreneurship, Firm Emergence and Growth, Journal of Small Business & Entrepreneurship, and Asian Business & Management. He also co-edited the book entitled "The Landscape of Family Business" extended from his well-cited taxonomy paper summarizing the domain of family business research. He currently serves on the editorial review board of Family Business Review and was the first scholar to receive Outstanding Reviewer Award of this journal. Other awards received by him include best paper awards from Academy of Management (AOM) and International Family Enterprise Research Academy (IFERA). His primary research interests include entrepreneurship, family business, and strategy."



Chun Zhang

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UVM
USA

"Chun Zhang's research interests include relationship management challenges between organizations. In particular, she examines how relational norms govern and recover inter-organizational relationships in complex environments. For her work related to relationship management challenges in upstream supply chains, Dr. Zhang and her co-authors have received several research grants from MIT-IMVP (International Motor Vehicle Program). She and her co-author also received a General Research Fund awarded by the Research Grants Council in Hong Kong, the most competitive and prestigious research grant institution in Hong Kong. Her scholarly work has appeared in a number of top business journals including Journal of Operations Management, MIT Sloan Management Review, Journal of International Business Studies, and Journal of International Marketing."

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