



The Middles: Transition Planning for the Second Generation

Dean Sandow – Farleigh Wada Witt
Don Bielen – The Rainier Group
Matt Langer – The Langer Family LLC

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Background

How do you institute change in your family business while simultaneously respecting the legacy of the preceding generation and recognizing the challenges of the next? Sandwiched between founding family owners and younger generations, the middle generations can feel tremendous pressure from both sides on practically every issue the family enterprise faces. It can also be challenging to communicate with both the senior generation and younger family members when discussing complex topics such as business entities and trusts, business succession and estate planning issues, estranged family members, family meetings, and succession contingency plans.

This session will explore how middle generations can balance their business leadership roles while preserving family harmony and trust between generations. We will hear from a current family business owner about the pressures and challenges they face as the “middle-generation,” and learn methods that facilitate communication and improve trust between family members.

More Information

[The Legacy Family: The Definitive Guide to Creating a Successful Multigenerational Family](#) (2009) Hausner, L. and Freeman, D.K. New York, Palgrave MacMillan.

[The Keys to Family Business Success](#) (2011) Leslie Dashew, et al. Aspen Family Business Group

[When Family Businesses are Best: The Parallel Planning Process for Family Harmony and Business Success](#) (2010), R. Carlock and J. Ward, New York, Palgrave Macmillan

[Preparing Heirs](#) (2010), Roy Williams and Victor Preisser, Institute for Preparing Heirs

[Keeping the Family Business Healthy: How to Plan for Continuing Growth, Profitability, and Family Leadership](#) (2011) John L. Ward, Palgrave Macmillan

Austin Family Business Program Resources

Advisor Search listing of experienced family business professionals:
<http://business.oregonstate.edu/familybusinessonline/advisor-search>

Social Media

Facebook at: <https://www.facebook.com/familybusinessonline>

LinkedIn at: <http://www.linkedin.com/groups/Austin-Family-Business-Program-5188170>

Audio Podcasts: <http://business.oregonstate.edu/familybusinessonline/podcasts>

Presenter: Dean Sandow – Shareholder, Farleigh Wada Witt

Dean Sandow is a shareholder with the Portland law firm Farleigh Wada Witt. Dean has expertise in a variety of areas (corporate, estate planning, business succession, and financial services), so he is able to provide full-service advice to family-owned business clients. Dean routinely works with family business owners for effective succession planning, and he represents high net-worth families and closely-held entities for successful legal management of their multi-generational succession and transition planning.

Presenter: Don Bielen – The Rainier Group

Donald specializes in Ownership Transitions, Business Succession and Wealth Management for successful business owners and affluent individuals. Since 1992, Don has successfully completed in excess of 100 business transition and succession plans for clients throughout the United States. He works closely with Rainier Group clients and technical staff to provide direction and consultation to design and implement advanced planning strategies. Don, as the Director of Business Advisory services and shareholder, provides consulting leadership and directs Rainier's sales and marketing strategies. He is recognized by his clients, colleagues and professionals as a trusted, knowledgeable, organized and creative individual.

Matt Langer – The Langer Family LLC

Matt Langer is a graduate of Oregon State University with a B.S. in Construction Engineering Management and a minor in Business Administration. He grew up on a Century Farm in Sherwood, Oregon where he is a 4th generation family business and community leader. His family's farm, established in 1879, has evolved into a real estate holding company with light industrial, retail and storage properties. After 14 years managing heavy civil construction Matt returned to manage family assets in 2009, replacing his father who had suffered a debilitating stroke. Since Matt's involvement, the family business has expanded to include five additional holdings in Washington County and several more currently in the conceptual process. Matt manages all aspects of the family business for 15 family members including the 3rd generation majority holding leaders and the 5th generation who are being groomed for future family business involvement.