



Family Business Risk and Reward: Preserving Culture through Growth and Transition
Christen Picot – Durham and Bates

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Background

How does a family business preserve one of its most competitive assets - its culture - amidst ownership transition and business growth? What risks should a business owner be aware of regarding culture as new generations of leaders rise? Our panel will address important themes specific to family business including: envisioning the future; succeeding and competing; next generation leadership; thinking about risk; and family business culture lessons and observations.

More Information

[When Family Businesses are Best: The Parallel Planning Process for Family Harmony and Business Success](#) (2010). Randel Carlock & John Ward, Palgrave Macmillan

[The Legacy Family: The Definitive Guide to Creating a Successful Multigenerational Family](#) (2009). Lee Hausner, Palgrave Macmillan

[Perpetuating the Family Business: 50 Lessons Learned from Long-lasting, Successful Families in Business](#) (2004). John L. Ward, Palgrave Macmillan

[Fostering Family Values: Managing Culture and Behaviour in the Family Business](#), Olof Bik, PricewaterhouseCoopers B.V. Netherlands <http://www.pwc.com/gx/en/family-business-services/publications/assets/pwc-fostering-family-value-2012.pdf>

Austin Family Business Program Resources

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

The companion podcast episode for this session will be available in the Education/Family Business 360 section on the AFBP website. Episodes are also available on iTunes University.

Join the Austin Family Business Program LinkedIn group to stay up to date on upcoming events and programming. The group can be found at <http://www.linkedin.com/groups/Austin-Family-Business-Program-5188170>

Panelist Biographies

Stephen E. Babson, Managing Director, Endeavour Capital

Stephen E. Babson is a Managing Director of Endeavour Capital, the Pacific Northwest's largest regional private equity firm, with \$1.4 billion under management and offices in Portland, Seattle, Los Angeles and Denver. Formed in 1991, Endeavour is currently investing its sixth fund in recapitalizations, management buyouts, divisional spinouts and going private transactions, with current portfolio companies in Arizona, California, Colorado, Oregon, Texas and Washington.

Before joining Endeavour Capital in April 2002, Stephen was the Chairman of Stoel Rives LLP, one of the Pacific Northwest's largest law firms with approximately 400 attorneys operating out of 12 offices in seven states. As a Stoel Rives partner, Stephen's practice focused on mergers and acquisitions and securities transactions, and he served as corporate counsel to many of the region's most visible public and private companies.

Stephen serves on the boards of Endeavour portfolio companies Genesis Financial Solutions; Good Food Holdings, owner of Bristol Farms and Metropolitan Market; New Seasons Market; USNR; Vigor Industrial and, Zoom Management, Inc., dba ZoomCare. He was previously a director of Columbus Foods, Little Red Services; National Frozen Foods, Northland Transportation Company, Northwest Hotel Group, Tidewater Holdings and WinCo Foods. In addition to his roles on Endeavour boards, Stephen was also a director of Roseburg Forest Products and currently serves on the boards of Columbia Sportswear Company, ESCO Corporation and Pendleton Woolen Mills, Inc.

Stephen is a graduate of Stanford University and holds a J.D. from Stanford Law School and an M.B.A. from the Stanford Graduate School of Business.

Dee Burch, CEO, Advanced American Construction

Dee Burch, Partner and President of Advanced American Construction, has over 36 years' experience in the heavy/civil and marine construction industry. Dee's extensive professional estimating and large project management expertise has been an integral part of Advanced American Construction over the 10 years he has been President and more than 20 years he has been with the company. He also serves as the Senior Construction Engineer and Chief Estimator of the company and is a licensed Professional Engineer in Oregon, Washington, California and Arizona.

Dee has provided leadership on many successful public and private projects with Advanced American including award-winning projects on the City of Lake Oswego Interceptor Sewer, the McNary Dam outfall relocation, the John Day Dam gate and sheave replacement, the Port of Kennewick's Clover Island Marina, the Lower Monumental Dam removable spillway weir and many other projects. His knowledge and experience in the industry allows Advanced American to successfully bid and complete multi-million dollar projects in the Northwest that have diverse needs and unique challenges.

Prior to joining the Advanced American Construction team, Dee worked with Kiewit Pacific Company for 10 years on heavy civil projects throughout the Western United States.

David Thompson, CEO, TEC Equipment, Inc.

David A. Thompson is President and CEO of TEC Equipment, Inc., the largest multi-point dealership group on the West Coast of the U.S. with 22 locations in Oregon, Washington, Nevada and California. In addition to new and used truck sales, TEC also operates a finance company, insurance brokerage, fuel sales, truck leasing and rental business and Wabash Trailer franchises for Oregon, Washington and California.

Mr. Thompson was first introduced to the trucking industry in the early 1970s when he worked as part-time driver for Midwest Coast Transport to pay for college. After college he spent two years in the U.S. Army as a criminal investigator, including a tour in Vietnam. Upon his discharge he returned to Midwest Coast Transport to work in sales. Mr. Thompson launched his dealership career in 1976 when he formed TEC Equipment in Portland, Oregon, which was initially a used truck dealership.

Mr. Thompson is currently chairman of the Volvo Finance Advisory Board, member of board for Oregon State University, Legacy Hospital and Hennigsen Cold Storage. He is a four-time member of the Mack Trucks Dealer Board, five-time Volvo Dealer Board member and former chairman of Volvo's North American Dealer Council.

Mr. Thompson lives in Portland, OR. is married with three sons, whom are actively engaged in the family business.