

THE MIDDLE EAST FAMILIES IN BUSINESS CONFERENCE

20th & 21st March, 2007
Ritz-Carlton Hotel · Bahrain



*The third annual private meeting for family business leaders,
owners, senior executives and their close advisers*

Produced in official association with



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ABERDEEN ASSET MANAGERS
BAHRAIN INTERNATIONAL CIRCUIT
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الجمعية البحرينية للشركات العائلية
BAHRAIN FAMILY BUSINESS ASSOCIATION

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CONFERENCE PROGRAMME



CHAIRMAN

JOHN SANDWICK

Managing Director, Encore Management SA, Switzerland

Tuesday 20th March 2007

- 08.30-09.00** Registration and morning coffee
- 09.00-09.10** **CHAIRMAN'S INTRODUCTION**
- 09.10-10.30** **WELCOMING ADDRESS**
JANE DELLAR, *Managing Director*, Bahrain Financial Services Development Bureau, Bahrain
- FAMILY BUSINESS IN THE MIDDLE EAST**
- Outlook for the region's economy
 - Key growth areas
 - Inward and outward investment potential
 - From generation to generation – the story of a local family business
- BRAD BOURLAND**, *Chief Economist*, SAMBA Group, Saudi Arabia
MISHAL HAMED KANOO, *Deputy Chairman*, Kanoo Group, Bahrain
- 10.30-11.00** Morning coffee
- 11.00-12.30** **CASE STUDY: CREATING SYSTEMS OF FAMILY GOVERNANCE**
- History of a disorganised company which ended in collapse
 - Rebuilding and modernising the family business
 - Developing a system of family governance to 'future-proof' the company
 - Defining values and goals
 - Family councils & constitutions
- KHALID AL ZAYANI**, *Chairman*, Al Zayani Investment Group, Bahrain
- CREATING A GOVERNANCE STRATEGY FOR THE FAMILY AND THE BUSINESS: PERSPECTIVES FROM EUROPE**
VITTORIO FRESCOBALDI, *Chairman and CEO*, Marchesi de Frescobaldi SPA, Italy
MARJO RAITAVUO *Chairman*, Ensto Oy, Finland
- 12.30-13.30** Lunch
- 13.30-17.30** **NEXT GENERATION WORKSHOP**
- WELCOME ADDRESS FROM THE BAHRAIN FAMILY BUSINESS ASSOCIATION**
KHALID KANOO, *Chairman*, Bahrain Family Business Association, Bahrain
- DEVELOPING FUTURE OWNERS AND LEADERS**
 Successful generational transition is crucial both to the survival of a family owned business and the long term prosperity of the family. Many Middle Eastern family businesses founded in the last 50 years are facing succession issues for the first time.
- This workshop is designed to assist family business owners, their families and senior executives as they develop the next generation of leaders – whether family or non-family. Professor Carlock will bring to bear his multi-disciplinary approach to assisting families with succession. Ghani Attar and Samer Khoury complement this with their personal experiences.
- PLANNED COVERAGE INCLUDES:**
- Transition strategy – evolution or revolution?
 - Developing a shared corporate culture
 - The responsible owner and humane employer
 - The role of philanthropy in framing the family and corporate vision
 - How much and how soon to hand over
 - Training of the next generation – formal or “on the job”?
 - Recruitment and integration of new blood
 - The role of women in the family business
- PROFESSOR RANDEL S. CARLOCK**, *Berghmans Lhoist Chaired Professor in Entrepreneurial Leadership*, Director, Wendel International Centre for Family Enterprise, INSEAD, France
GHANI ATTAR, *Vice President*, Attar Group, Syria
SAMER KHOURY, *Executive Vice President*, Consolidated Contractors Company (CCC), Greece
- 18.30-22.00** Reception and dinner hosted by Bahrain International Circuit at the Formula One Grand Prix track.
- During the evening delegates will be able to experience the thrill of Formula One racing in a test drive around this world class track.*