"Where focus goes, energy flows."

- Tony Robbins

It's that time of year again. Even as adults in the working world, September will always mean back to school and back to work!

Transitioning to full-steam-ahead Fall can be rough after lazy summer vacations but try to think of fun and different ways to reconnect with and motivate the team, refocus on key initiatives and stay driven to achieve goals as a collaborative team.

Some areas that you might consider revisiting, refreshing and/or working on this month are: strategic plans for leadership transitions, advisory board governance, roles and responsibilities, and documenting core processes to aid in growth and scalability.

INSIDE THE COMMUNITY

We asked an IFBE Insider what reconnecting and refocusing means to his family's business...

David Bean, Sr.
President / COO
The MCS Group, Inc.
IFBE Member 2013 - Present

Q. With members of the first and second generations working together in a family's business, what are some of the ways to stay focused on addressing key issues on the horizon such as succession and maintaining family cohesion?

In this issue
Theme for the month
Inside the community
This month's events
Media must-sees

Upcoming Events

Family Business Seminar: DREAM TEAM - How to Build an Effective Advisory Board
Wednesday, September 27, 2017
8-10:30am
at Saint Joseph's University
MEMBERS & PARTNERS ONLY
RSVP

Family Business Legacy Speaker Series featuring Christian Haub
Part of the 20th Anniversary Celebration of the naming of the Haub School of Business!
Wednesday, October 4, 2017
11:30-1:30pm
at Saint Joseph's University
MEMBERS & PARTNERS: FREE LIMITED SEATING AVAILABLE TO THE PUBLIC
A. To stay focused on addressing key issues in any family business, it is important to have a documented "game plan". It is equally important to constantly conduct an open dialogue with all family members to ensure everybody knows their role in the plan. I always take the pulse of the family and the business. Who "wants" to do what? Who is accountable for what? The key is knowing where the "family" is going as well as the business. I have found, if it is not documented, it is hard to maintain cohesion.

Q. How does a parent, and member of the founding generation, communicate with his or her children in the business as the next generation of leadership; so that they feel included and connected to all business-related decisions?

A. To stay focused on addressing key issues in any family business, it is important to have core values that you strongly believe. Saint Joseph's University has similar values that apply to a family business such as: inclusiveness to ensure all members are "kept in the loop"; transparency to be open with all company information and communicate regularly to reinforce critical information.

Q. Can you share any tips to help regain focus after the summer months?

A. One way to regain focus after the summer months, I like to prepare the company's goals and budgets for the following year. This exercise, although early, forces me to reflect on the performance of the current year and provides clarity for the following year. It is counter-productive to wait until the end of the year to, "Reconnect, Refocus and Renew."

The MCS Group, Inc. is a leading provider of outsourced business support services to the corporate, legal, higher learning and medical marketplaces. The organization is a certified Woman Owned Business Enterprise. David J. Bean is a co-founder, SJU Alumnus and currently serves as President & Chief Operating Officer.
We are partnering with SmartCEO to co-host the 2017 Family Business Awards - Tuesday, September 26th.

Contact rpayne@sju.edu if you would like to attend as our guest!

SEPTEMBER EVENTS

**Family Business Seminar - DREAM TEAM: How to Build an Effective Advisory Board to Boost Morale, Effectiveness & Your Business' Bottom Line**

Wednesday, September 27, 2017  
8-10:30am  
at Saint Joseph’s University

Members & Partners Only

Join us for our next quarterly breakfast seminar to hear insights and best practices on how to recruit, manage and leverage the skills of your advisory board to help prepare and position your family business for the global opportunities of the future.

[RSVP](#)

SAVE THE DATES

**Wednesday, October 4, 2017**

Family Business Legacy Speaker Series featuring Christian Haub  
11:30am-1:30pm  
Saint Joseph’s University  
Members & Partners: Free  
Open to the Public, Limited Seating

[Register Here](#)

**Thursday, November 9, 2017**

Family Business Seminar: The Value & Role of Family Meetings  
8-10:30am  
Saint Joseph’s University  
Members & Partners Only

[RSVP](#)

**Thursday, December 7, 2017**

Holiday Cocktail Reception  
5:30-7:30pm  
Location TBD
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