



14th Annual Holt Cat® Symposium on Excellence in Ranch Management

Succession Planning

Transitioning Ranch Ownership and Management

October 26-27, 2017 || Kingsville, Texas

Thursday, October 26, 2017

Trade Show open from 11:00 AM to 5:30 PM

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| 11:00 | AM | REGISTRATION & TRADE SHOW |
| 1:00 | PM | Welcome/Introductions |
| 1:10 | PM | Keynote: Taking Inventory and Positioning Your Ranch Business for Effective Succession
<i>Dick Wittman; Wittman Consulting & Wittman Farms, ID</i> |
| 2:00 | PM | Seven Steps to Successions: Steps 1-2
1. How to initiate the conversation
2. How to create a shared vision
<i>Margaret Vaughan; MCV Consulting, TX</i> |
| 2:45 | PM | BREAK & TRADE SHOW |
| 3:15 | PM | Seven Steps to Successions: Steps 3-4
3. How to identify critical leadership transition challenges
4. How to identify leadership skills in the next generation
<i>Margaret Vaughan; MCV Consulting, TX</i> |
| 3:50 | PM | Transferring Assets: Estate Planning
<i>James Decker; Attorney at Law, TX</i> |
| 4:30 | PM | Speaker Panel Discussion |
| 5:30 | PM | Social Hour at Caesar Kleberg Wildlife Reserch Center |
| 6:30 | PM | Prime Rib Dinner at Caesar Kleberg Wildlife Research Center |
| 7:30 | PM | Recognition and Texas Farm Credit Certificate Awards at Caesar Kleberg Wildlife Research Center |



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Friday, October 27, 2017

Trade Show open from 7:00 AM to 1:00 PM

- 7:00 AM COFFEE & TRADE SHOW**
- 8:00 AM Family Perspective: McFaddin Enterprises**
Bob McCan; McFaddin Enterprises, Past President NCBA, TX
- 8:30 AM Seven Steps to Successions: Steps 5 – 7**
5. How to formalize a decision-making model and governance
6. How to develop leaders for the future
7. How to measure success and evaluate performance
Margaret Vaughan; MCV Consulting, TX
- 9:30 AM Ranch Manager's Perspective: Board Relationships and Family Member Succession**
Trey Patterson; President and CEO, Padlock Ranch, WY
- 10:00 AM BREAK & TRADE SHOW**
- 10:30 AM RA Brown Ranch Transition Story and Wrap-up**
Donnell Brown; R.A. Brown Ranch, TX
- 11:15 AM Speaker Panel Discussion**
- 12:00 PM LUNCH**
- 1:00 PM King Ranch Tour** (Transportation provided by KRIRM)
- 5:00 PM ADJOURN**