

## Creating Your Organization's Next Leaders

You are not alone. In a recent survey, 100 business owners were asked their biggest challenges. Creating employees that think like owners was among the top of the list. Most would agree you cannot truly realize your own ultimate goals without creating a supporting cast that shares your vision. Certainly you are counting on key members of your team to step up to the plate and realize their full potential.

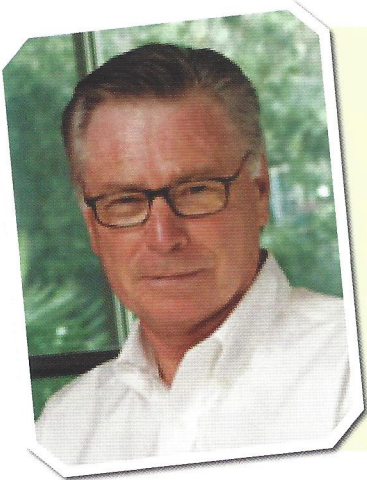
### SO HOW DO YOU MAKE THAT HAPPEN?

Join us for an intellectual discussion on how other successful companies identify talent, invest in their development and reap the rewards. Avoid the years of frustration nurturing young talent only to lose them to your competitors. Stay ahead by creating a culture of success.

Define the players • Break the cycle of mediocrity • Avoid common pitfalls that stunt progress  
Best practices from effective mentors • Understand the Paradox of Rapid Growth • Get started

### Keynote Speaker: Dr. Joseph E. McCann III

Dean & Professor, Davis College of Business at Jacksonville University



**Date:** Tuesday, April 20, 2010

**Time:** 8:30 - 10:00 a.m.

**Where:** Jacksonville University, Davis College of Business,  
2800 University Blvd North, Jacksonville, FL 32211

**Cost:** \$25; Includes a light breakfast

**Register:** Online at [www.advantagebizmag.com/events](http://www.advantagebizmag.com/events) or by phone at 904-704-5058

*Limited space available*

*Corporate table of 6 is \$125, includes premium position & tabletop sign*

**Dr.** Joseph E. McCann III, Dean of the Davis College of Business and Professor of Management at Jacksonville University, is an internationally acknowledged scholar, consultant, and award-winning author of numerous articles and books on entrepreneurship and family business, new business venturing, and rapidly growing companies. His ideas and work have been cited in Fortune, Wall Street Journal, Barron's, USA Today, and major international newspapers. Joe has worked with the owners and leadership teams of companies across the nation helping them manage rapid growth and change. He earned his MA and PhD at The Wharton School.

presented by...

**JACKSONVILLE**  
UNIVERSITY

&

**JACKSONVILLE**  
**ADVANTAGE**  
SMALL BUSINESS