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NEIL KOENIG, PhD
LEADERSHIP R & D

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This is what I do for a living: I help businesses . . .

- Solve people issues
- Develop leaders
- Prepare for succession

I primarily work with family businesses and professional firms, such as CPA, law, and medical practices.

Several times a year, I am the keynote speaker at national and international industry events.

My work is based on trust. I trust you want to be more effective. You trust me to bring out your best and help bring out the best in your company. This mutual trust is bound to be rewarding.





Family Business Consulting

Neil has worked with family businesses for over twenty years, ranging in size from a mother and two daughters to a fourth generation family business with \$2 billion in annual revenues.

Work includes . . .

- Succession planning and resolving succession issues, both ownership succession and management succession
[See American Bankers Associations Article](#)
- Establishing the building blocks on which a family business is built: legacy, purpose, values, code of conduct, direction, strategic plans, measurements
See Family Business Network by YPO / WPO January 2010 edition...
- Evaluating organizational health by interviews and employee survey
- People-skills leadership training: "The Good Hearted, Hard Nosed Leader Program"© by Neil N. Koenig, PhD
- Establishing family business governance structures, including Ownership Councils and Boards of Directors
- Facilitating key meetings and retreats





Professional Firms Consulting

Neil learned about physicians from teaching behavioral sciences for six years to resident family physicians for University of California Schools of Medicine. This led to consulting many physician groups and hospital executives.

Neil has teamed up with many estate planning attorneys, corporate/business law attorneys, labor law attorneys, and CPA's in his work with family businesses. This has led to consulting law firms and accounting practices.

Work includes . . .

- Coaching managing partners and medical directors
- Consulting partners on working together
- Assessing organizational health
- Leadership training using his "The Good Hearted, Hard Nosed Leader Program"©
- Planning "humane" and efficient tax seasons
- Succession planning and resolving succession issues





Workshops

Recent titles of workshops Neil has conducted for his clients:

- The Good Hearted, Hard Nosed Leader: People Skills Training©
- Succession Planning and Building Bench Strength
- It Always Boils Down to Listening, Straight-Talk, and Conflict Resolution, Doesn't It?
- It Takes a Team to Succeed the Founder
- Introduction to Family Business for the Younger Generation
- Family Business Governance and Our Constitution
- Who Wants to Raise a Millionaire? Children of Wealthy Families
- Board of Directors: Why Have One? If You Have One, How to Benefit





Previous Speaking Engagements

- Annual Dairy Leadership program for Western United Dairymen (six years running)
- California CPA Education Foundation: Newport Beach, CA; San Luis Obispo, CA; Fresno, CA
- Congress of the International Nut Council: Rome, Italy, and Charleston, South Carolina
- Far Western Equipment Dealers, Monterey, CA
- Oregon Dairy Association Annual Convention: Portland and Redmond
- Business schools: University of Southern California; Oregon State; University of the Pacific (four times); Santa Clara University; Cal-State Fullerton (twice); Conrad Grebel College in Waterloo, Ontario, Canada; St. Francis University in Fort Wayne; Kings College in Wilkes-Barre; William Patterson University in New Jersey; Fresno State University
- Rural, Privately Owned Telecommunication Companies Convention, San Antonio
- Farm Cooperative Conventions: St. Louis, Nashville, San Antonio, Omaha, Wichita, Portland, Wisconsin Dells
- Moderator of a three segment series television investigation into the challenges facing California's Heartland. The San Joaquin Valley Series included; Quality of Life, Our Growing Concerns, The Future at Work on KVPT Fresno, California, January - March 2007.
- American Bankers Association's National Agricultural Bankers Conference, San Antonio (November 17, 2009)





Brief Professional Bio

Neil Koenig is a Central California based family business consultant and consultant to professional firms, such as CPA, law, and medical practices.

Over the past twenty-plus years Dr. Koenig has specialized in solving people issues, teaching leadership skills, and helping businesses develop and implement succession plans.

His background for this work comes from having been a clergyman, instructor of family physicians for the University of California Schools of Medicine, and family psychologist.

He earned his undergraduate degree at the University of Wisconsin, Madison; his master's degree from Union Theological Seminary at Columbia University in New York City; and his doctorate in psychology from the California School of Professional Psychology.

He is the author of *You Can't Fire Me, I'm Your Father: What Every Family Business Needs to Know to Succeed*, published by Kiplinger Books (originally by Hillsboro Press) and by Ediciones Deusto of Spain, *No Puede Desperdirmo, Estoy Su Padre*.



Quotations I Want To Live By

Humor is the shortest distance
between people.

Victor Borge

Make the best of it.

My Mother

Tell the truth, and be fair and
square.

My Father

The greatest sin in life is not
using what God has given you.

Vince Lombardi

Come, let us reason together.

Isaiah 1:18

Fishing is the least important part
of fishing.

Arnold Gingrich

Golf is a game of misses.

Ben Hogan

With family and friends it is
better to be close than it is to be
right.

Anonymous





Quotations I Want To Work By

Leaders earn followers by being good-hearted and hard-nosed, all at the same time.

Inspired by my Father's example

We spend all our time on people. The day we screw up the people thing, this company is over.

Jack Welch, GE

People want to work. If provided the right environment, they will in fact do so.

David Packard, Hewlett Packard

We're led from the top, and run from the bottom.

Sam Walton, Wal-Mart

Good enough isn't.

Anonymous

God must love the common man. He made so many of them.

Abraham Lincoln

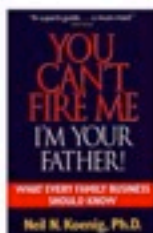
Come, let us reason together.

Isaiah 1:18



Publications

- *You Can't Fire Me, I'm Your Father, What Every Family Business Needs to Know to Succeed*, published by Kiplinger Books (originally by Hillsboro Press), 2000
- *No Puedes Desperdirmelo, Soy Tu Padre*, by Ediciones Deusto of Spain, 2004



- *Successful Estate Planning: What Works and What Doesn't*; Private Wealth Advisor, London, Vol. 3, #9, May, 2001 (co-authored by John Ambrecht)
- *The Two Jobs of Family Business*, Almond Facts, Nov/Dec 1998
- *The Nuts and Bolts of Family Business*, World Tree Nut Trade, Sept. 1998
- *Back to the Future: A 1930's Group Incentive Plan Proves More Than Useful for Today's ESOP Companies*, The Journal of Employee Ownership, Law, and Finance, Vol. 9, #1, Winter 1997 (co-authored with Bill Nicholson)

Publicity Resulting From Publication

Dr. Koenig has been interviewed by Time Magazine, Associated Press, Bloomberg Business Television and Radio, Voice of America, and radio talk shows across the country, including Los Angeles, Chicago, Denver, Miami and Washington, D.C. He has been interviewed by the Fresno Business Journal and was the subject of three feature articles in The Fresno Bee.



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