Entrepreneurs in Every Generation:  
How Progressive Enterprising Families Develop Their Next Leaders  
July 10 - July 14, 2017  
UNIVERSITY OF VERMONT GROSSMAN SCHOOL OF BUSINESS  

Academic Director: PramoDITA Sharma  
Program Administrator: Linda Kruger  

FACULTY & GUEST SPEAKERS:  

ROCKI-LEE DEWITT is a Professor of Management in the Grossman School of Business at the University of Vermont. An award-winning teacher, she is known for engaging students and alumni in case research. Her current research focuses on intergenerational innovation in the face of leadership and ownership disruption with a special emphasis on the roles of non-family key persons. She advises family businesses in land-based, value-added industries including REITs, diversified agricultural producers, and natural sweeteners. She is a member of the STEP team at Icesi, Cali, Colombia, a member of the Editorial Board of the Family Business Review, and serves as Chair of the Audit Committee on an agricultural credit association. 

DONALD R. DROPPO, SR. retired as the Chairman of the Board of Curtis Packaging Corporation of Sandy Hook, CT in 2012, passing the leadership of this family enterprise to his son Don Droppo Jr. Curtis was a multi-generational family business from 1845 until 1980, when a management buyout took place. In 1989, Droppo Sr. bought Curtis in a leveraged buyout. He then invested heavily in new technology and implemented streamlined work flows, while adding key personnel including his son who joined Curtis in 2003. Before the buyout of Curtis, Droppo Sr. was a partner in KPMG Peat Marwick. 

DONALD R. DROPPO, JR is the president and CEO of Curtis Packaging since 2010. Under his leadership, the company dramatically increased sales and rebranded itself “luxuriously responsible,” becoming the first printing and packaging company in North America to be Forest Stewardship Council certified, manufacture using 100% clean renewable energy, and be carbon neutral. In 2011, he was named one of Connecticut Magazine’s “40 Under 40” most promising young leaders. Don is also Past Chairman of CBIA (Connecticut Business and Industry) and Connecticut River Valley Chapter of YPO (Young Presidents Organization) Board of Directors. Before joining Curtis, he was an Assistant Vice President at General Reinsurance, a subsidiary of Berkshire Hathaway. Droppo holds a B.S. in marketing and finance from the University of Vermont. He lives in Avon with his wife and their three children.
DAVID A. JONES is a Professor of Management in the Grossman School of Business at the University of Vermont and Co-Director of the School’s Sustainable Entrepreneurship MBA (SE MBA) Program. An award-winning teacher, he regularly conducts leadership workshops through which he has trained over 800 managers. David is a passionate and productive scholar, and has published over 30 book chapters, conference proceeding papers, and articles that have appeared in top-tier journals like the *Academy of Management Journal*, and two others where he serves on the editorial boards: *Journal of Organizational Behavior* and *Journal of Management*.

STUART L. HART is the Steven Grossman Endowed Chair in Sustainable Business at the University of Vermont Business School and Co-Director of the School’s Sustainable Entrepreneurship MBA (SE MBA) Program. The Bloomberg Businessweek has described him as “one of the founding fathers of the ‘base of the pyramid’ economic theory.” Founder and President of Enterprise for a Sustainable World and the BoP Global Network, Hart is the Founding Director of the Emergent Institute in Bangalore, India. His over 70 articles and eight books have received over 20,000 Google Scholar citations. His article “Beyond Greening: Strategies for a Sustainable World” won the McKinsey Award for Best Article in the *Harvard Business Review* for 1997 and helped launch the movement for corporate sustainability. Hart’s best-selling book, *Capitalism at the Crossroads*, is amongst Cambridge University’s top 50 books on sustainability of all-time.

ISABELLE LE BRETON-MILLER is a Professor of Management and holds the Chair of Succession and Family Enterprise at HEC Montreal. She is also a Senior Research Fellow at the University of Alberta. She received her Ph.D. from Imperial College, London after having served in senior resource management positions in several companies. Her research, teaching interests, and publications center on strategies, organization designs, governance structures and succession within family businesses. Her most recent book, a family business classic, with Danny Miller is *Managing for the Long Run* (Harvard Business School Press) has been translated into 6 languages. She has authored over 50 publications on family firms.
DANNY MILLER is a Research Professor of Strategic Management at HEC Montreal, and Chair in Strategy and Family Enterprise at the University of Alberta. He received his Ph.D. from McGill University and has held professorships at McGill University and Columbia University. His areas of research interest are strategy, organization design, and family business. He has published over 150 articles and five books include Managing for the Long Run (with Isabelle Le Breton-Miller). His works have been cited over 45,000 times and his impact on management practice is equally far-reaching. Honored by the Academy of Management for his world-class research, Danny is a Fellow of the Academy of Management, Family Firm Institute and the Strategic Management Society. He consults with major international corporations and family businesses in the areas of strategy and organizational design.

ERIK MONSEN is an Associate Professor and Steven Grossman Endowed Chair in Entrepreneurship. He holds a secondary appointment as Associate Professor of Mechanical Engineering in the School of Engineering at the University of Vermont. He has crossed disciplinary (engineering, management, economics) and geographic (US, Germany, UK) boundaries on his journey from designing aircraft to designing entrepreneurial organizations. Building on personal experiences as aerospace engineer and business consultant in American and European aerospace organizations, his mission is to aid technology and research organizations to be more entrepreneurial and create new value for society.

ERIK NOYES is an Associate Professor of Entrepreneurship at the Babson College. An expert in innovation management and growth strategy, Professor Noyes held the Martin Tropp Term Chair at Babson College. An award winning teacher, he teaches courses and international programs on entrepreneurial thinking, new venture creation, and business innovation. Prior to joining Babson College, Noyes consulted for companies such as Nokia, BMW, Hewlett-Packard, New Balance and Motorola to identify and evaluate new growth businesses in diverse areas such as mobile computing, healthcare, consumer products, automotive design, sensing systems, and interactive media.

PRAMODITA SHARMA is the Daniel Clark Sanders Chair & Professor of Family Business at the Grossman School of Business, University of Vermont. She is a Visiting Professor at the Kellogg School of Management’s Center for Family Enterprises, Northwestern University. Dita holds honorary doctorates from the Jönköping University in Sweden and the University of Witten/Herdecke in Germany. Author of nine books and over fifty scholarly articles and book chapters, she is one of the most cited family business scholars. Her forthcoming book – Entrepreneurs in Every Generation – with Allan Cohen from Babson College is described by Cyril Camus, 5th generation owner and CEO of the House of CAMUS Cognac as the “Magna Carta of trans-generational entrepreneurship that should be made a compulsory reading for all members of family businesses.”
SANJAY SHARMA is the Dean of the Grossman School of Business at University of Vermont. Prior to Vermont, he was the Dean of the John Molson School of Business in Montreal and the Canada Research Chair in Organizational Sustainability. His expertise is in the area of helping organizations develop internal motivations and the capacity to reconcile their economic, social and environmental performance and generate competitive advantage via sustainable business models in developed and developing nation contexts. A pioneer in research on corporate sustainability, he has published eight books and over 60 articles on this topic. *Competing for a Sustainable World* is his most recent award winning book. Before pursuing an academic career, Sanjay was a senior manager and CEO with multinational corporations for 16 years.

SAM VON TRAPP is the Director and Vice President of the Trapp Family Lodge. He received his BA in Geography & Economics from Dartmouth College. He taught skiing in Stowe, Aspen, and Chile for 26 winters, and lived in Brazil between ski seasons, becoming fluent in Spanish and Portuguese. He is a third generation von Trapp.

ALEC WEBB is the President of Shelburne Farms. A 4th generation member of the Vanderbilt Webb family, he was the General Manager of Shelburne Farms before being elected President in 1988. He and his siblings supported the transfer of Shelburne Farms from private family to non-profit ownership that occurred in 1984. In addition to helping plan and coordinate the development of Shelburne Farms as a non-profit organization, he has been active in local land use planning, agriculture and environmental education projects for many years. In 2006, Alec was awarded an honorary Doctor of Science degree from Middlebury College. Vermont Governor Madeleine Kunin honored Webb in 1990 for his extraordinary contributions to Vermont, and he received the Vermont Land Trust’s Richard W. Carbin Community Conservation Award in 1998.