



# NEXT GEN TABLE

At the **Next Gen Table**, leadership is learned where it actually happens: inside real family dynamics, real businesses, and real transition moments.

PROGRAM BEGINS:

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**SCAN CODE  
TO LEARN MORE:**

Or visit: [compasspt.com/next-gen-table](https://compasspt.com/next-gen-table)



## WHO IS IT FOR?

- Next-generation family members (20s–30s)
- Early in their career (≤5 years in the business)
- Preparing for management, leadership, ownership, or governance roles
- Motivated to grow skills, judgment, and credibility

## WHAT WILL PARTICIPANTS GAIN?

- Confidence navigating family, business, and ownership dynamics
- Practical management and leadership tools you can use immediately
- Stronger financial and strategic thinking
- The ability to handle difficult conversations and conflict with maturity

## WHAT'S INCLUDED?

- 12-month confidential cohort program
- 2-day in-person kickoff
- Six in-person content sessions facilitated by Compass Point Consultants
- Group coaching + 1:1 coaching
- Current Gen + Next Gen touchpoints
- Capstone project presented to the family

**1 Why does our next generation need this if they're already working in the business?**

Working in the business does not automatically develop leadership judgment, financial fluency, or emotional maturity. This program intentionally builds those capabilities before authority expands.

**2 How are family dynamics handled?**

The program is built around confidentiality, professional facilitation, and clear boundaries. This protects psychological safety and reduces reactive family behavior. Families will be encouraged to participate in the 3 coaching sessions integrated into the beginning, middle, and end of the program.

**3 How does this help prevent entitlement?**

The program emphasizes earned credibility, stewardship, and accountability. Participants are challenged to think like owners before being treated like owners.

**4 Is this program a reward or a perk?**

This is a structured leadership development investment with clear expectations and accountability. Participation is earned, not automatic.

**5 Will we get updates on what our next-gen is saying or struggling with?**

No. Individual coaching and cohort discussions remain confidential. Next Gens will be encouraged to share their learning throughout the program and to utilize the 3 family coaching touchpoints. What you will see is behavioral change, stronger thinking, and clearer communication over time.

**6 How is this different from sending them to an MBA or executive program?**

Most programs ignore family dynamics and ownership complexity. This program integrates leadership, business acumen, family systems, and governance – specifically for family enterprises.

**7 What is the return on investment?**

Reduced succession risk, stronger leadership bench strength, healthier family communication, and greater confidence in long-term continuity.