

WHY we do what we do.

*We believe customers have the best answers. So we listen to them.
We believe employees have the best ideas. So we trust them.
We believe Napa Valley is the best place to work, live and visit.
So we work to protect it. We live to enjoy it. We savor the company.*

Our beliefs drive our business. They determine how we treat our employees and how we work with our customers. They drive us to work harder and smarter every day and to ask more questions. It's why we come to work and why we invest our time in the charitable organizations that make our community better. **What do you believe?**

WHAT we do.

We help families build businesses. Often there is one family member who has all the knowledge, sets the direction and makes things happen. They have a wealth of information about the wine business – but it is in their head and runs through their veins. How does the next generation tap into that rich source of knowledge? We help leaders and followers create processes, capture ideas, and create forecasts. Once the right plans are in place, families are free to build a lasting legacy.

We think customers should be treated like family.

HOW we do it.

We help owners get their ideas on paper. As outside facilitators, we help owners and family members spot patterns and change behavior. We work with teams to create metrics, improve communication, and schedule activities that support their long term goals. And we help keep everyone accountable.