

What's Your Succession Plan?

Our Panelists



Nicole Smith - Panel Moderator
The Utech Group

Nicole Smith wholeheartedly believes in the vision to change people's lives. She has a true passion for seeing people for who they are and engaging with them to create change and growth. She has worked with employees at every level, from senior leaders to those just beginning their career, on leadership and team development. Nicole has extensive experience interviewing and hiring talent for cultural fit.



Jason Lasky - Executive Vice President
Sadoff Iron & Metal Company

Jason grew up in the Oshkosh area and after high school he graduated from the University of Denver in 2000 and has been working full time in his family business since joining the firm in 2001. Over his 18-year career he has worked in most of the areas of the business from operations to administration and his current responsibilities are for the leadership of their safety, environmental affairs and quality departments. He also oversees all corporate advertising activities as well as corporate donations and has recently taken the role as business unit leader for their electronics recycling capabilities. Jason works directly with his two brothers Mark and Brad to develop and implement the strategic path for the organization; this includes developing and deploying growth strategies, continuous improvement initiatives, culture development and succession planning.



Mandi Hinrichs - President FLASH

Hinrichs received her marketing undergraduate degree from UW–La Crosse in 2003. She sold pharmaceuticals before joining the family business in 2008. Mandi is the second-generation leader of the family business. She is an MBA graduate from UW-Oshkosh. Hinrichs is a member of Wisconsin Motor Carriers Association, WMCA's ELIT (Emerging Leaders in Transportation), and is an executive officer for American Foundry Society – NEW Chapter. She has served on the board for the Wisconsin Family Business Forum, UW-Oshkosh Business Success Center, and the UW-Oshkosh Management Advisory Board. She is involved with the Oshkosh Area Community Foundation and the Boys and Girls Club of the Tri-County Area. Hinrichs resides in Oshkosh with her husband, Noah, and their two children.

More Panelists Coming Soon!