



FAMILY TIES

A quarterly publication from the UW-Madison Family Business Center to help our members stay connected to each other and to the FBC.

Year End Summary from Ann Kinkade, FBC Director



For the past several years I have started the *Year End Summary* with comments on the continued, strong growth the Family Business Center has experienced and thanking you, the FBC

members, for your contributions to that accomplishment. The 05-06 year has been no different than the last few.

- Our membership has increased by over 30% since last year.
- As usual, many of our new members have been referrals from you; this is an outstanding testament to the value proposition we offer.
- You have submitted a record number of evaluations which provided much feedback and insights; you are making yourselves heard.

- Program ratings remain very solid; I continue to prioritize conducting extensive due diligence as it relates to speaker and topic selection.
- Average attendance increases every year. Members are now arriving earlier to get their preferred seats! Congratulations to each of you for your active participation.

This year I would also like to explain *why* growing the center is so important. First and foremost and simply put, the more members we have, the more the FBC can help other business-owning families like yours achieve success now and in the future. As business owners, you are a critical part of our economy. Historically, private business owners have been largely responsible for new job creation; FBC members alone employ over 15,000 people! Joyce Fasanella, the FBC Outreach Administrator, and I firmly believe in the important role you play in the communities in which you do business. We see the dedication you embrace, and it is quite magical how you inspire us to support you in your efforts.

Summary (continued on p. 2)

FBC Women Attend Retreat

By Diane Ballweg, Endres Manufacturing

"**ARE YOU READY?**" was the theme of the *10th Women in Family Business Retreat* sponsored by the *Human Side of Enterprise*, held at the Miraval Spa Resort in Tucson, AZ on March 23-26. Leslie Dashew, President, was the "facilitator for discovery" in this group of 24 women gathered from various businesses from around the country. There were mothers-daughters, grandmothers-granddaughters, aunts-nieces, sisters and cousins; and the businesses

ranged from a city newspaper in Atlanta to a cattle ranch in Boulder.

Chris Newcomb, **Newcomb Construction**, and Diane Ballweg, **Endres Manufacturing**, were representatives from Madison and roomies at the resort. They were challenged by the business presentations; they connected to other women in family operations; they enjoyed the spectacular mountain scenery; and they relaxed in the spa setting.

Retreat (continued on p. 3)

Summary *(continued from p.1)*

Secondly, the FBC needs to grow because we are being increasingly challenged to become a self-supporting entity within the University. While state and federal money provided to the University and to the School of Business declines, each entity within the University is being forced to closely evaluate its financial situation. The Family Business Center is no different. Since its inception 10 years ago, in addition to the financial support provided by the FBC sponsors, the FBC has also been subsidized by the School of Business in various ways including salary, overhead, programming and capital costs. While we have been gradually moving towards self-sufficiency, particularly in recent years, we are not yet there. The upcoming year presents us with the challenge to fully reach self-funding status including all costs.

Achieving excellence is one thing; sustaining it for several years in a row is another. 2005-06 proved to be *yet another* banner year for the FBC, which is truly something to celebrate. As we move into our 10th year of operation, it is worth noting that some family business centers around the nation are closing and many are struggling. I am fully committed to not only "growing our center", but striving to implement value-added benefits, assuring program quality and relevance and creating all-around Center excellence.

Managing the FBC's increasing size and complexity and meeting our financial challenges will require adjustments in the coming years. Your input is vital to our success. Thanks to those of you who have offered to participate in the upcoming focus groups. Please let me know if you are interested, but have not yet signed up. I am grateful for and trust that FBC membership will continue to be an essential part of your demonstrated commitment to your family business's success for generations to come. Thank you for your involvement. It is an honor to serve you.



The FBC is honored to host the *national* conference for FBC directors and staff at **Alliance 2006**. The group will meet in the Fluno Study Pub at 4:30 p.m. on Thursday, June 22 to hear the Fauerbach Brewery story. You are invited to join the fun and meet FBC staff from around the USA! *RSVP: (608) 441-7347 by June 16.*

MEMBER/SPONSOR NEWS




Laura Geisking, **The Creative Company**, was presented the *Woman in Business Award* by the Southwest Wisconsin Regional Economic Development Coalition. She was recognized for creating jobs, being innovative, her unrelenting entrepreneurial spirit, and growing revenues for the last five years.

Allie, teenage daughter of Tim Metcalfe, **The Metcalfe Co.**, won the Wisconsin Grocers' Annual Bag-Off and went on to the nationals held in Las Vegas in February.

New Generations are arriving! Lincoln Leroy was born on February 22 to Kevin and Tina Metcalfe, **The Metcalfe Co.**; Frank Spicuzza was born March 7 to Tom and Julie, **Sebranek, Inc.**



 **Endres Manufacturing Co.** was recognized for one of the best steel building projects in North America at the 11th Annual Convention of the Steel Plus Network for their work on Epic Systems. Katie Ballweg also made the news by winning 3rd place in the State Congressional Art Competition for her "Eye of the Storm" photo.

In April, **Alliance Rubber Company** appeared on the Travel Channel's, "*Made in America with John Ratzenberger*". Media coverage continues with The Discovery Channel airing, "*How Do They Do It?*", which will be shown in England and later in Canada.

Congratulations to Dale Suslick, **Madison Tanning Company**, on winning a seat on the Dane County Board, District 24!



Greg Glynn, **Madison Concrete Pipe**, saw a few eye-opening family business acronyms in the Cincinnati Business Courier: W.A.R. (We Are Related), F.I.B. (Families In Business), F.A.R.C.E. (Families And Relatives Corporately Entwined); F.O.O.L.S. (Families Organized Over Labor Struggles), B.A.D. (Brothers And Dad); B.R.I.BE. (Blood Relatives In Business Endeavors).

Retreat *(continued from p.1)*

During the seminar, the women were put through "fire drills" so that they might be more ready for family-business emergencies. The first drill included: Are you



*Retreat Group; Top left corner: Diane Ballweg
Bottom right corner: Chris Newcomb*

ready if you would die tomorrow? What are the tangible and non-tangible gifts that you want to leave behind? What is the legacy that you want to give to your family? Do people close to you know whom to contact, what to do, where to find necessary information, how to make arrangements? Then the tasks moved on to: Are you ready if the president of your company died? Are you ready for policy changes? Are you ready for the next generation? Is the next generation ready? And, are you ready for a financial crisis?


The three days disappeared as quickly as a setting Tucson sun, but the seeds of discovery and improvement continue to be nurtured by this new network. Each woman paired with another woman to hold her accountable for follow-through on her personal goals. *****

CENTER NEWS

Welcome New FBC Members!

- Amwood Homes
- Bachmann Construction
- Bunbury & Associates Realtors
- Feuling Concrete Construction
- J. P. Cullen & Sons
- Robinson Brothers Environmental

FBC Media coverage:

- ◆ In the March 3 *Milwaukee Journal Sentinel*, Ann Kinkade provided insight into family businesses. The article featured **Wick Building Systems** and **The Creative Company**. 
- ◆ The June issue of *INC Magazine* will feature a family business case study, and Ann Kinkade is on the panel of experts to make comments.
- ◆ Neil Fauerbach, **Smith & Gesteland**, and Ann Kinkade discuss the 2006 Family Business Awards on 1310 WIBA radio, Sunday, June 4, 9-10:00 a.m. on *In Business with Jody and Joan*.

FAMILY BUSINESS RESEARCH OPPORTUNITIES

The FBC has received the following requests for participants in research projects related to family businesses.

- ◆ Simon Fraser University is conducting a study of family-owned businesses that have completed at least one generation of succession. These families will have maintained their ability to stay in contact as a family notwithstanding the challenges of the transition. The study will be conducted by personal interviews with family members involved, and confidentiality will be maintained. The methodology will be by Appreciative Inquiry looking for the stories of strengths in the family that supported the successful transition. All participants will be given the inquiry outline prior to interviews and also the results of the study.
Contact Dr. Ian MacNaughton by June 1: ianmacnaughton@shaw.ca or by phone: (604) 681-4599
- ◆ A doctoral research project on how family business members manage, understand, and experience their multiple roles in the family business system is being conducted. The researcher is interested in recruiting one family business member from the generation immediately following the current ownership generation. Participation in this study is entirely voluntary, strictly confidential, anonymous, and should take NO more than 15 - 20 minutes to complete an online survey. This information will provide greater understanding of how to manage multiple roles in the family business system. Contact Rory Stern, Doctoral Candidate, Massachusetts School of Professional Psychology at Rory.Stern@gmail.com by June 30. The following link will direct you to the website hosting this online survey: www.surveymonkey.com/s.asp?u=802791711276
- ◆ Non-family management in a family business are asked to participate in a research project that will focus on why individuals choose to join (or not) family-controlled firms and how they manage their careers within them. The survey for non-family managers will be no longer than 15-20 minutes. A full briefing will be given upon completion. If you are interested, please contact Tim Blumentritt, the project's administrator, at tim_blumentritt@kennesaw.edu or (678) 522-9724 by June 30.

FAMILY BUSINESS CENTER SPONSORS

A special thank you is extended to the following sponsors. These businesses provide the Center and its members not only with necessary financial support, but also with expertise in family business issues and a commitment to the cause of family businesses. If you have questions, they can help.

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- THE ZIMDARS COMPANY INC.
- FBC DIRECTOR & EDITOR: ANN KINKADE
- OUTREACH ADMINISTRATOR: JOYCE FASANELLA
- NEWSLETTER PUBLISHER: PRITI PATEL

Mark Your Calendars for Upcoming 2006 Programs!!!

- **Tuesday, May 9, 7-11:30 a.m.**
Managing Change in the Family Business
Bob Shaver, UW Executive Education
- **Monday, July 17, 5-9:00 p.m.**
Annual Summer Tailgate
Memorial Union
- **Tuesday, Sept. 26, 4:30-9:00 p.m.**
Top 10 Secrets of Family Business Success
Helen Johnson-Leipold, Johnson Outdoors
- **Tuesday, October 24, 7-11:30 a.m.**
Effective Leadership in the Family Business
Drew Mendoza, Family Business Consulting Group
- **Tuesday, Dec. 12, 7-11:30 a.m.**
TBA

Page 4

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