

Helping Family Businesses Succeed Since 1996



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.



Ann Kinkade
FBC Director

GROWTH

Growth is the word that comes to mind when reflecting on the 07-08 year at the FBC. This applies to our membership, our sponsorship, our program offerings and our staff. Read on...

The FBC has added 21 member companies since June, 2007. While this growth boosts the FBC's membership roster, much more importantly it means that even more business-owning families are getting access to the high quality educational content of our programs. Presumably excellence in educational programming translates into family businesses that are better equipped to increase their chances of survival into the next generation and to prosper as they do so. Adding members also broadens relationship-building opportunities; I know how valuable it is for you to interact, share ideas and common stories with others.

Growth is also reflected in the addition of three Sustaining Sponsors: **Johnson Bank, Mosley: An Independent Investment Firm** and **Whyte Hirschboeck Dudek** law firm. Each of these knowledgeable, professional, service providers along with our Founding Sponsors: **Associated Bank,**

KINKADE (continued on page 3)

2008-09 PROGRAMS Important Changes Highlighted

Several changes to the 2008-09 program schedule have been made. 1) The morning and afternoon program options will be on the same day—Tuesday. 2) Program times have changed. 3) A lunch option has been added to the afternoon program.

- The Tuesday morning program will begin at 8:30 a.m. and end at 11:30 a.m. If you register for the morning program, breakfast is a complimentary option from 7-8:30 a.m.
- The Tuesday afternoon program will begin at 1:30 p.m. and end at 4:30 p.m. If you register for the afternoon program, lunch is a complimentary option from 12:30-1:30 p.m.

Reserve the following dates *now* and remember to register for each program separately.

September 16, 2008

8:30 a.m. – 11:30 a.m. OR 1:30 p.m. – 4:30 p.m.
Negotiating Conflict in the Workplace, Ralph Cagle

November 4, 2008

8:30 a.m. – 11:30 a.m. OR 1:30 pm – 4:30 p.m.
Family Enterprise Continuity, James Hughes

December 9, 2008

8:30 a.m. – 11:30 a.m. OR 1:30 p.m. – 4:30 p.m.
Socratic Leadership for the Family Business, Amy Hutchens

January 27, 2009

8:30 a.m. – 11:30 a.m. OR 1:30 p.m. – 4:30 p.m.
Non-family Management in Family Business, Steve McClure

March 3, 2009

8:30 a.m.– 11:30 a.m. OR 1:30 p.m. – 4:30 p.m.
Family Business Liquidity and Capital Needs, Francois deVisscher

April 2009, *Special Event, TBA*

MEMBER/SPONSOR NEWS

Welcome New Members:

- Hausmann Johnson Insurance
- Hillcraft
- METCO
- Nelson Container

Sue and George Krug, **Ancora Coffee Roasters**, traveled to Ethiopia to meet two of the children they sponsor through Compassion International. Another highlight was visiting the farmers who grow their Rwandan coffee and seeing the support their "Coffee Lifeline" project provides to improve lives of coffee farm families.

Ryan Brothers Ambulance was named the *Charter Small Business of the Week* on WIBA.

Madison Concrete Pipe is celebrating the birth of Clara, first born child of Ryaan and Jane Glynn, born February 22.

Wollersheim Winery was named one of the Best Places to Work in Madison Magazine's March 2008 issue. Employees were surveyed on: working in a trusting atmosphere, management who leads, guides and gives feedback; personal development opportunities; rewards; and job flexibility for a life-work balance.

Crave Brothers Farm/Farmstead Cheese was featured on the NBC Nightly News on Friday, April 18. To view the video about how they are converting cow manure into electricity for their farm and 120 of their neighbors' homes as well as fertilizer and soil, access this site: <http://www.msnbc.msn.com/id/3032619/#24071014>

DeWitt Ross & Stevens relocated their west side offices to 2 E Mifflin Street. The firm will continue to have a west side conference facility.

UW OPPORTUNITIES

Entrepreneurship Camp for those completing 7th or 8th grades in June, 2008. Students learn about making and investing money, how a business works and business startups. <http://exed.wisc.edu/sbdc/specialprograms/yec/default.asp>

Grandparents University. This award-winning two-day workshop is a chance for children (recommended ages 7-14) and their grandparents to come together and learn from each other and "earn a degree".

<http://www.uwalumni.com/grandparents>

CENTER NEWS



Jennifer Laack

FBC welcomed the talented **Jennifer Laack** in February as the new part-time Center Coordinator. Besides running the FBC office efficiently, Jennifer is responsible for program registrations and coordination. Jennifer can be reached at jlaack@bus.wisc.edu or call (608) 441-7327.

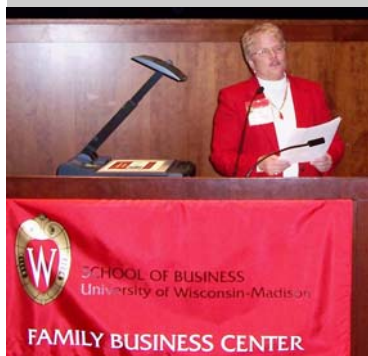
Priti Patel, FBC Student Assistant, will graduate this month. Priti has worked for the FBC since February, 2005. We wish her all our best. We will miss her expertise and dedication to the Center.



Priti Patel

MEMBER IN THE SPOTLIGHT (MITS)

At the beginning of each program, a member company provides five minutes of insight as to how their family/family business handled challenges and continued on a path of success. Pictured below are recent MITS. Call 441-7347 to be a MITS in 2008-09!



Jane Wick
Wick Building Systems
MITS March 3, 2008



Tom Bunbury (at left) with family at MITS March 4, 2008



SUMMER READING Suggestions from 2007-08 Presenters

Denis Collins (Ethics, September)

- *Good Capitalism, Bad Capitalism, and the Economics of Growth and Prosperity*, by Baumol, Litan, & Schramm. Authors identify the conditions for the right blend of “good capitalism” for countries and the need for the USA to reinforce the recipe for growth.
- *Breakfast with Buddha*, by Roland Merullo. A funny, spiritually uplifting “road novel” beginning in a New York suburb and ending in North Dakota, including a stop on State Street in Madison.

Amy Schuman (Family Governance, October)

- *Father, Son & Co.: My Life at IBM and Beyond*, by Thomas J. Watson. A deeply truthful account of how the son of a very powerful, opinionated and successful man came to grips with his own identity.
- *Personal History*, by Katharine Graham. Her succession to leadership at the Washington Post

Cindy Iannarelli (Next Generation Training, Nov.)

- *Three Cups of Tea*, by Greg Mortenson and David Oliver Relin. One man’s mission to promote peace.

Kay Plantes (Strategic Planning, December)

- *Blue Ocean Strategy: How to Create Uncontested Market Space and Make Competition Irrelevant*, by W. Chan Kim and Renee Maborgne.
- *The Seven Habits of Successful People*, by Stephen Covey.

Hunter Lott (Hire the Best & Fire the Rest, January)

- *First Break All the Rules* by Marcus Buckingham. Mandatory reading for anyone managing people.
- *Fierce Conversations* by Susan Scott. This book gives practical guidelines on how to deal with the day in, day out conversations that drive us crazy.

Greg McCann (Applied Intelligence, March)

- *A Whole New Mind: Why Right-Brainers Will Rule the Future*, by Daniel H. Pink. Talks about the value in today's world of new ways of thinking.
- *Taming Your Gremlin. A Surprisingly Simple Method for Getting Out of Your Own Way*, by Rick Carson. A wonderful book on how to take a step back from your thinking, your internal dialogue, and take ownership for this narrative.

Don Jonovic (Family Business Governance, April)

- *Management Challenges for the 21st Century*, by Peter F. Drucker. Thoughtful and original analysis of fundamental changes occurring in society and their implications for the practice of management.
- *The Bolitho Novels*, by Alexander Kent. Historical military fiction which tracks the career of a British naval officer during the Napoleonic wars. Valuable insights into the nature of leaders and effective leadership.

KINKADE (continued from page 1)

DeWitt Ross & Stevens, Smith & Gesteland, Thompson Investment Management, The QTI Group, and The Zimdars Company has a wealth of expertise at your disposal. I encourage you to get to know these folks at the FBC programs; they are a great resource to you.

This year, the FBC is grateful to be able to showcase each of its sponsors’ expertise through the *Food for Thought* Breakfast Series, a newly added member benefit in 2007-08. These *member-only* programs have been very well-received and are growing themselves in terms of the number of attendees. Compared to regular programs, the *Food for Thought* sessions allow for more personalized attention from the speakers and more intimate interaction with the members since they are smaller. They will be offered again in 2008-09 and a schedule will be sent with your renewal packet.

Membership growth has also dictated FBC staff growth. We have added a key person, Jennifer Laack, our part-time Center Coordinator. Jennifer quickly mastered her defined job responsibilities and has already expanded the scope of her influence – a key indicator that we made a great hire!

Every day I am keenly aware of how fortunate I am to have staff that is as committed as I am to serving you. Of course YOU, the members and sponsors of the FBC, fuel the FBC staff’s enthusiasm, passion and dedication! We see the effort you exert to run your businesses smoothly. We understand the careful concern with which you make adjustments in challenging economic times. We know about the deep thought you put into sharing values within your businesses. In a nutshell, FBC excellence is really derived from all of us at the FBC wanting to help you, because we know how much you care, how much you matter and what a difference we can play in your success. Thank you for providing us with that opportunity for another year. I look forward to seeing you soon at another FBC event.

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.

FOUNDING SPONSORS

- ASSOCIATED BANK N.A.
- DEWITT ROSS & STEVENS S.C.
- SMITH & GESTELAND LLP
- THE QTI GROUP
- THE ZIMDARS COMPANY INC.
- THOMPSON INVESTMENT
MANAGEMENT, LLC

SUSTAINING SPONSOR

- JOHNSON BANK
- MOSLEY, AN INDEPENDENT INVESTMENT
FIRM
- WHYTE HIRSCHBOECK DUDEK



JULY 9 SUMMER TAILGATE

*From the Front Page of Indy 500 to
The Front Page of the Wall Street Journal*

Howdy Holmes, President/CEO of Chelsea Milling Company, makers of *Jiffy Mix*, will be the guest speaker at the 2008 *Summer Tailgate*. Howdy is fourth generation of his family's business, founded in the 1800's and based in Chelsea, MI. He "mixes" humor with heartfelt storytelling to provide a meaningful and valuable perspective of the family business. Entertainment included!

Where: Memorial Union, Tripp Commons

When: Wednesday, July 9, 5:30-9:00 p.m.

To Register:

- Online: <http://exed.wisc.edu/fbc>
- Call: (608) 441-7327
- Email: jlaack@bus.wisc.edu

Page 4

Family Business Center
Fluno Center
601 University Avenue, Room 338
Madison, WI 53715-1035

ADDRESS SERVICE REQUESTED

FIRST CLASS MAIL