



# 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.

## FAMILY BUSINESS FUN HEATS UP!

The FBC's 10th Anniversary Year began at the 3<sup>rd</sup> Annual Summer Tailgate held at the Memorial Union. Bucky Badger and the UW Pep Band heated up the festivities during the social/networking hour, and provided a rousing start to a wonderful evening of renewing friendships, meeting new

members and guests, and hearing an interesting family business story.

Paul Woelbing, a UW grad and Controller of his 3<sup>rd</sup> generation family business, **Carma Labs** of Franklin, WI, was the keynote speaker. Paul talked from the heart about his family business history, mentioning family roles and relationships and business



Keynote speaker, Paul Woelbing of **Carma Lab**, presents his family business story at the FBC 2006 Summer Tailgate.

decisions. Paul provided samples of his well known product, *Carmex*, to share with everyone in attendance (as well as with the Pep Band members for their hard-working lips!).

A drawing for \$500 off the 2006-07 FBC membership was held. The lucky winner was **Harken, Inc.** of Pewaukee, makers of sailing equipment. Their company name was drawn from 750 program evaluation stub entries submitted in the last year.

### 2006 Entrepreneur Camp By Johnny Lerdahl

*Johnny Lerdahl, son of Sara & Jeff Lerdahl, Lerdahl Business Interiors, provided, in his own words, his camp experience. Johnny is 14 years old and will be a freshman this fall at Middleton High School.*



Proud future businessman, Johnny Lerdahl

"It was 8 1/2 hours a day for 5 days at Grainger Hall. We did some fun things like a game that simulated a business where we had to buy a piece of paper at Harry's Wholesale and make it into something to sell at Sally's Supermarket. We had to pay rent and pay the bank back and stuff like that. We learned business

vocabulary (like keystoneing, net profit, fixed cost, start up cost) and the four types of business (service, retail, manufacturing, and wholesale). We toured **Ryan Brothers Ambulance**, Madison Productions, Wisconsin Cheesecakeery, Platypus Technologies, U-Bake, and West Side Pet Clinic. We got to learn how to read stocks in the Wall Street Journal. Lastly, we started our own businesses and made business cards and wrote a business plan. It all was a very interesting experience."



Left: Family members of **Wick Building Systems** display Carmex.

Right: Bucky gives a hug to Maria Welton, **Welton Enterprises**.



Left: UW Pep Band helps celebrate the beginning of the FBC's 10<sup>th</sup> Anniversary Year.

## Wisconsin Family Business Awards

FBC sponsors, **Associated Bank, Dewitt Ross & Stevens**, and **Smith & Gesteland** host the annual *Wisconsin Family Business of the Year* awards. Chosen by an independent panel of judges, the winners were announced at the April 27 dinner event. Three FBC members took home the coveted awards! **Endres Manufacturing Small Company; Metcalfe Sentry Foods, Large Company; ABC Supply Co.: Outstanding Growth.** The FBC offered a drawing for a complimentary 2006-07 FBC membership. The lucky winner was **The Metcalfe Company!**



FBC Director, Ann Kinkadee, awarding the FBC complimentary membership for the 2006-07 year to Tim Metcalfe, **The Metcalfe Company.**

## 2006-07 PROGRAMS

**September 26, 2006 5-8 p.m.**

**Members/Sponsors Only!**

*Top 10 Secrets of Family Business Success*

Helen Johnson-Leipold, Johnson Financial Group; Johnson Foundation

**October 24, 2006 7-11:30 a.m.**

*Creating Effective Owners in the Family Business*  
Drew Mendoza, Family Business Consulting Group

**December 12, 2006 7-11:30 a.m.**

*The Next Generation: Its Eight Biggest Challenges*  
Greg McCann, McCann & Associates Consulting

**January 23, 2007 1:30-4:30 p.m.**

*Decision-Making and Succession Planning*  
Victoria Husted Medvec, Kellogg School of Mgmt.

**March 20, 2007 7-11:30 a.m.**

*Creating Harmony in the Family Business*  
Peter and Susan Glaser, Glaser & Associates, Inc.

**May 22, 2007 7-11:30 am**

*The Importance of Being Lazy*  
Al Gini, Loyola University

*\*A small block of Fluno Center room accommodations are reserved for out-of-town members coming to FBC programs. Rooms will be held for 30 days prior to each program. After that date, room accommodations are on an "available" basis.*

## MEMBER/SPONSOR NEWS

### FBC Welcomes New FBC Sponsor The QTI Group



The **QTI Group** of companies is a team of business experts with over 45 years of experience meeting the unique human resources needs of their clients. With 85 human resources professionals, they provide staffing solutions, human resources consulting and comprehensive outsourcing functions.



Ken Hendricks, **ABC Supply**, received the 3<sup>rd</sup> annual "Seize the Day" award at the Wisconsin Entrepreneurs' Conference in Milwaukee in June.

John Wick, Founder of **Wick Building Systems**, shared his 80<sup>th</sup> birthday celebration with employees celebrating 30 and 40 years of employment. Many guests attended, including FBC's Joyce Fasanella.



Joyce with John Wick



Emma and Trent Schoessow

The 4<sup>th</sup> generation at **S.I. Feeders & Metals'** is growing. Terry and Sandra Schoessow's second child, Trent James was born June 1, weighing 19 lbs. 1 oz. and 21.5 inches.



Congratulations to Tom and Marijo Bunbury, **Bunbury & Associates Realtors**, on the wedding of their 4<sup>th</sup> daughter, Erin, to Marcus Novak. The happy couple plans to join the family business.

**Ancora Coffee Roasters, The Metcalfe Company** and **The QTI Group** supported the hundreds of riders who pedaled their way across the finish line to raise money for the *Boys & Girls Club of Dane County* on July 22.



Congratulations to the Feuling family, **Feuling Concrete Construction**, on the birth of Ella Lynn to Shana and Bryan. Ella weighed 16 lbs. 12 oz. and measured 18.5 inches.

## CENTER NEWS

### Family Businesses Invited to Participate in Research Project Focuses on "Fun at Work."

The importance of positive emotions in the workplace is increasingly being recognized. Nearly two-thirds of employers surveyed by **William M. Mercer, Inc.** said that encouraging fun or humor at work "benefits employees and the organization as a whole." Similarly, 74% of "peak performers" surveyed by **Lou Harris & Associates**, when asked what kind of workplace they'd be most reluctant to leave, chose "One that promotes fun and closer relationships with colleagues."

Fun at work is often credited with enhancing creativity, satisfaction, job involvement, attendance, psychological health, and team spirit, as well as with reducing stress and turnover.

Participation in the research project is free and all results will be confidential. Surveys will assess levels of fun at work, attitudes toward fun at work, factors making work more or less fun, and related variables. They can be completed in about 20 minutes, either in paper-and-pencil form or online. Participating businesses will be provided with detailed, personalized written feedback, as well as a presentation if desired.

If you are interested, contact UW-Madison School of Business Professor Ray Aldag, the project's administrator by September 30.

Email: [raldag@bus.wisc.edu](mailto:raldag@bus.wisc.edu)

Phone: (608) 263-3771



The Alliance Group Toured Wollersheim Winery

### FBC Hosts National Meeting

Family business center directors and staff from 19 states converged at the Fluno Center on June 22-24 for *Alliance 2006*. The group was formed for center directors and staff to informally get together for personal discussions about member recruitment, speaker selection and to share ideas. This year the FBC-Madison expanded the usual one-day agenda and included three presenters who shared their expertise. The FBC also invited special guest, Neil Fauerbach, **Fauerbach Brewery**, to share his family business history. The agenda included a trip to **Wollersheim Winery** where JoAnn, Julie and Philippe graciously hosted the group.



Neil Fauerbach

### Peer Mediation Workshop

#### To Resolve Conflict and Build Peacemakers

This 1-day UW conference on Wednesday, November 15 is for students in grades 4-12 and for teachers, counselors and advisors. Contact Richard Brooks at (608) 265-4077.

### An Invitation to Attend the 3rd Annual Best Bosses Conference September 27, 2006 at the Mid-America Club in Chicago

**Winning Workplaces** invites you to attend a day-long "*Best Bosses Conference*", September 27, 2006 at the Mid-America Club in Chicago. Learn from and network with recognized leaders of small and mid-sized organizations featured in *FORTUNE Small Business* magazine. Dinner Celebration includes a keynote speaker. Program topics include: \*People: Your Most Valuable Asset; \*Back from the Brink: Success After Near Failure; \*Keys to Improving Two Way Communication; \*Small Steps to Big Culture Change; \*Open Book Management; \*Opening the Black Box: A Case Study of a Company Committed to Change; \*The Evolution of a Best Boss; \*Tips and Strategies for Internal Leadership Development.

To Register: <http://www.winningworkplaces.org/bestbossesaward/2006bbconfregistration.php>

## 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.

- ASSOCIATED BANK N.A.
  - DEWITT ROSS & STEVENS S.C.
  - SMITH & GESTELAND LLP
  - THE QTI GROUP
  - THE ZIMDARS COMPANY INC.
  - THOMPSON INVESTMENT MANAGEMENT LLC
- FBC DIRECTOR & EDITOR: ANN KINKADE  
• OUTREACH ADMINISTRATOR: JOYCE FASANELLA  
• NEWSLETTER PUBLISHER: PRITI PATEL

## IMPORTANT REMINDERS!



1. Membership Renewal packets for 2006-07 should be completed and returned by August 30.
2. Registrations for the September 26 Dinner Program is a *Member/Sponsor Only* event. Because of the anticipated strong interest, registration is on a first come basis. Member companies can bring up to 4 per company; sponsors up to 2 per company. Don't forget to choose your entree when registering. You can register soon by:
  - [www.uwexced.com/fbc](http://www.uwexced.com/fbc)
  - Call (608) 441-7347
  - Fax (608) 441-7337

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