

News Briefs

Interim Director Report

Sue Schierstedt

I have been blessed to be able to work with so many of you during this Interim period while a new Executive Director is hired. Beginning on April 11 as Interim Director, I was catapulted into the details of the Annual Celebration which was held on May 5th. Attending the Celebration only reinforced the value of the Forum and the good people who make it so valuable. I enjoyed the opportunity to talk with members and sponsors, and to participate in the Silent Auction. Bob Keller, former Forum member and Chairman of J.J. Keller & Associates, spoke to the gathering about the transition of their business to the leadership of his daughter and son.

As the new program year gets underway, we look forward to your full participation. Our presenters are preparing to provide you with the latest information relevant to your family business needs. But, that's only part of the value. The involvement of each of you is the other critical component. It's your generous sharing of your experiences, knowledge, challenges, and successes that adds the other critical component. The Forum is exactly that, a place for open dialogue with peers and experts on issues of family business.

Chairman of the Board Report

Steve Weinert

It is all about Vowels— **A**wesome, **E**xceptional, **I**nspiring, **O**ptimistic, **U**plifting, and most importantly **Y**ou.

Okay, I realize Y is sort of a part-time vowel – let me explain at the end of my writing for this issue of our newsletter.

I never imagined that serving on the WFBF Board would be such a high energy task; but then again, I have never been that close to so many great people when they are focused with a goal in mind!

We all owe a lot to Sue, Al, and Dale for heading

up our interim leadership team. They have been doing all that is needed and then some! Emily came on board shortly before our Annual Banquet & Auction, adding her youthful professional eagerness to the team mix.

Cooperation from the College of Business has been super. Dean Tallon has taken time to help facilitate a lot in the background. I can share that this background world of “University Stuff” is pretty convoluted, and having the Dean as a strong ally for our WFBF program is crucial.

We are in the process of selecting a new Executive Director. Twenty-some good applicants have been whittled down to a shortlist of individuals, who were each interviewed in depth by the Search Team, the Board, and by members of the Interim Team/Forum Fellows. The process is well underway, and hopefully we will have good news to share in the upcoming weeks.

Not to let things lay fallow during our interim period, Sue has led an outreach effort to reopen the opportunities to partner an expansion effort east of Lake Winnebago. As now the lines of communication are open, it will fall to the incoming Executive Director to progress an expansion effort.

We have heard such good things from members and sponsors. Be certain that any period of change is a natural window when participants go and come – often with no special reason other than easy timing for change.

In the midst of transition we have quietly picked up a sponsor (please say Welcome to Wells Fargo The Private Bank) and hope to announce new members soon. Also members who had not participated have reappeared, worked to catch up their dues, and are participating.

We have a couple folks leaving the Board – Tony Renning, Phil Janes, and Mani Hinrichs – to whom we owe a round of applause and thanks! Incoming, we have Carmen Fosick, Darcy Zander-Feinauer, and Bob Mathers. Mike Vaughan and Joan Woldt have been voted to their first full terms – again our thanks!

The Interim Team shared their Fiscal Year 2015 (July 2014 to June 2015) program calendar, and we

have an outstanding series of events in the works.

Now for that last special vowel – the **Y** in **You**. None of what is happening, improving, evolving, growing, and inspiring would be worth doing – actually it couldn't even happen – without each of **You**! The program, its staff, its Board, and everything it does is to make being involved in Family Business a bit better for **You**! Quite a team effort and one that once on a roll, never stops. Thank **You**!

Welcome—Wells Fargo The Private Bank



Please welcome **Wells Fargo** THE PRIVATE BANK **The Private Bank** as the Forum's newest sponsor, effective July 1, 2014. Located in Appleton, WI, **Joe Cemiglia** and his team provide business succession planning, comprehensive wealth financial planning, financial/investment management, insurance solutions, and custom credit solutions.

The Private Bank builds relationships clients can depend upon, tailors plans and solutions to meet specific needs, and provides hands-on guidance and ideas to cover a wide range of financial needs.

We are very happy to have Joe and his associates as part of the Forum family. Joe has already participated in exploratory meetings for expansion to the Lakeshore area — Manitowoc/Sheboygan, and is an active part of the Program Committee.

Please be sure to welcome Joe and get acquainted with the many ways he can help family businesses.

Healthcare Update—July 22nd

7:30am Registration/Light Breakfast

8:00-10:00 am Presentation and Q&A

Presenters: **Kim Houlton**, Schenck s.c., and **Dustin McClone**, McClone Insurance

At: Schenck s.c., 200 E. Washington, Appleton

The focus of this update will be on the current healthcare law as it impacts small and large family businesses and the current plans they offer their employees. Register online by July 18, 2014.

Facilitation Training—August 13

8:00am-12:00pm

Presenter: **Dale Feinauer**, UW Oshkosh

At: Sage Hall, UW Oshkosh

The focus of this session is on how to facilitate (manage) group meetings. The discussion starts with reasons why meeting are so often frustratingly unproductive. Then we address the role of the facilitator as a manager of the meeting, distinct from a leader who is

focused on the specifics of the topic the meeting is reviewing.

The purpose of facilitation training is to provide members and sponsors with skills and techniques that are applicable to the Forum's programs and small group meetings as well as to business, community, and volunteer venues.

Quality facilitation assists groups in the discussion of key issues and increases the value of their discussions and problem solving.

Registration can be made on the Forum's website. For information, contact Dale Feinauer at feinauer@uwosh.edu.

Old-Fashioned Family Picnic and Business Tour — August 21st

5:30 pm — ???

Printco, Inc..

At: 1434 Progress Lane, Omro Wisconsin

On August 21st, **Printco Inc.**, **Bank First National** and **Davis & Kuelthau s.c.** invite all members and sponsors to be their guests for an old-fashioned family picnic.

There will be food and fun for young and old, and time to relax with old friends and to meet new ones. Maybe even get involved in a game or two.

Hosted on the site of Printco Inc. in Omro, Wisconsin, a tour of the Sperling family's business will add to the family-ness of the evening. Founded in 1958 by Fred Sperling, Printco is transitioning between the second and third generation of the Sperling family, Ken and his son Phil.

Registration is required for good planning. Go to the website and tell us how many of you will be there.

Negotiate 4 Profit — September 24



7:30AM-noon

Presenter: **Tom Parker**, Sr. VP of Yukon, Inc.

At: Butte des Morts Country Club

This program is designed for high impact and is results-oriented. The program focuses on two key areas of negotiation with an emphasis on "street smart" and how to prepare for and actually lead a discussion around reaching an agreement.

We have asked Tom to use family business situations to the extent possible to add the highest possible relevance to the session.

Watch for further information in later communications.

Registration will open online about August 15 at wfbf.uwosh.edu

Family Business Education Certificate Program



The Family Business Education Program (FBE) plays a critical part in the development process for family members and for non-family managers.

FBE is a seven-session course focusing on governance, strategic planning, management, ownership, leadership development, culture, change and conflict in the family business.

Coordinated by Dale Feinauer and led by Forum sponsors and members who have both professional knowledge and *in the trenches* experience, FBE provides knowledge and practical application available no where else in the region.

Early bird registrations providing a discounted rate are available through September 1st. The program begins in October and runs through April, meeting approximately once a month to fit the challenging time demands of participants. Watch for more details.

Peer Groups

It's time to get involved in a peer group, if you aren't already a member of one. Contact Emily, gneisere@uwosh.edu, if you are interested in joining one of the following groups, or in starting another group. Group composition and availability is dependent on interest and space, as groups are limited in size.

Generation Now

The Generation Now group is made up predominantly of individuals who have taken over responsibility for operating their family business within the last 5 years. Much of the group's meeting time is spent with group members helping each other think through issues and potential solutions. The varieties of background and experience levels combined with a very high trust level within the group are critical assets in the group's ability to support each other. The group also has speakers on a variety of topics - the general focus being on business topics that are beneficial to the group members.

Green Bay Chapter

This is a heterogeneous group of family business owners and advisors. The group meets to discuss issues identified by them as relevant. The group has invited family business advisors to discuss a particular topic with them. They have also used a roundtable format for some of their meetings.

Information Technology

This group is composed of individuals who are responsible for all or part of the information technology of a member or sponsor business. The businesses

represented vary significantly in information technology staffing. Participants find mutual benefit from discussing technology challenges and lessons learned with one another.

Non-Family Executives

This group is composed of non-family presidents, chief financial officers, human resource directors, operations and general managers. The group focuses on their unique roles and responsibilities as part of a family-owned business. The group members identify topics and family business advisors to lead group discussions on topics of interest.

POPs

This group is composed of next generation family business members who are focusing on their personal and professional development. Topics for this year include being part of a business-owning family - expectations and perceptions; family business challenges for the next generation of family members; family vs. business communication; and family vs. business systems.

Senior Executives

Group members represent the senior leadership in member businesses. They are focusing on challenges of the economy, transitioning the business to the next generation of ownership and leadership, coaching and mentoring, life after retirement, and other areas of interest.

TBD

This group is composed of individuals whose exact roles in their organizations are TO BE DETERMINED (TBD). However, these individuals anticipate being in ownership/leadership roles in the foreseeable future. They focus on issues associated with being the next generation leaders.

What did you miss?

If you missed any of the past programs, you missed a lot of excellent discussions and best practices from presenters and your peers.

Topics such as planning for the unexpected, using a board, mentoring and coaching, developing the next generation, selling the business, and leadership are examples of those recordings waiting for you in the *Members Only* section of the Forum's web site.

Don't forget to check out what's available for you and your business?

The *Members Only* password is available through the office if you have forgotten it.

Does your website identify you as a Forum member?

Do you link to the Forum's website?

You are encouraged to request a copy of the Forum's logo to use on your website as a proud member or sponsor.

Program Calendar — 2014

Wisconsin Family Business Forum Program Calendar

<u>Date</u>	<u>Event</u>	<u>Presenter(s)/Facilitators</u>
7/22/2014	<i>Healthcare Update I</i>	Schenck & McClone
8/13/2014	<i>Facilitation Training</i>	Dale Feinauer, UW Oshkosh
8/21/2014	<i>Family Business Visit & Picnic</i>	Printco, Bank First National, Davis & Kuelthau
9/24/2014	<i>Negotiate 4 Profit</i>	Tom Parker, Senior VP of Yukon Inc.
Register online at http://wbf.uwosh.edu — Programs/Registrations link		
Family Business Center at UW-Madison Calendar		
<i>Check the website for upcoming lectures</i>		
Register online at http://bus.wisc.edu/cped/fbc/events		

The Forum thanks the following sponsors for contributing significant value to keep the Forum at the forefront of family business programs worldwide:



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 Wisconsin Family Business Forum
 UW Oshkosh, College of Business
 800 Algoma Blvd., Oshkosh, WI 54901

Editor: Sue Schierstedt, Interim Executive Director
 Phone: (920) 424-2257 Fax: (920) 424-2280
 E-mail: wbfdirector@uwosh.edu
 Website: <http://wbf.uwosh.edu>