



## **MONTHLY MESSAGE      DECEMBER 2005**

**From Dick Emens, Executive Director & Becky Blatt, Associate Director**

**Wishing our *Family Business* families Happy Holidays and a healthy and prosperous New Year!**

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### **JANUARY ROUNDTABLE**

Transfer Your Family Business Success Into Long Term Family Wealth

**Thursday, January 19, 2006**

**7:30 a.m. – 8:00 a.m. Networking**

**8:00 a.m. – 9:00 a.m. Roundtable Discussion**

**Featuring David Daugherty, President of EmerigTech Inc.**

**Bill Calvert of Merrill Lynch Global Private Group**

**Rob Mason of Merrill Lynch Business Financial Services**

**Alumni Hall at Ohio Dominican University**

**Member only event**

Plan to join us for our breakfast roundtable as we talk about ways to transfer family business success into long term family wealth. David Daugherty, President of EmergiTech will be joined by Bill Calvert of Merrill Lynch Global Private Group and Rob Mason of Merrill Lynch Business Financial Services as they share some of the financial strategies the Daugherty family employed to ensure the perpetuation of their business and the future financial security of their family. EmergiTech was established 1984 by Donald and Loretta Daugherty and is an industry-leading public safety software solutions provider. The company was sold in 2004 and the new owners have retained David as President of the Company. Join us as David, Bill, and Rob share their thoughts about the importance of financial goals, financial planning, investment management, asset allocation, and offer suggestions for alternative investment strategies for family businesses.

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### **MAISH FAMILY DONATES FAMILY BUSINESS ENDOWED SCHOLARSHIP AT OHIO DOMINICAN**

Judy and Tom Maish, on behalf of their family, have donated funds to establish a Family Business

Endowed Scholarship at Ohio Dominican University. Tom is the former President of Contract Sweepers and Equipment and serves on the Advisory Board of the Family Business Center of Central Ohio. Their \$ 50,000 gift was recently announced and accepted by Dr. Jack Calareso, President of Ohio Dominican, at the Family Business Center's 7<sup>th</sup> Annual Family Business Awards Luncheon held on November 10, 2005.

The scholarship, to be called the Maish Family Business Endowed Scholarship, requires student recipients to be members of a family who own a business, or have the desire to start their own family business; to maintain at least a B average; to have demonstrated a commitment to charitable work or community involvement; and to have indicated financial need as determined by the University. Recipients of the Maish Family Business Endowed Scholarship will be selected by a committee consisting of a member of the Maish family, the executive director of the Family Business Center, and Ohio Dominican University's Vice President of Enrollment Management. Recipients may be eligible to renew their scholarship for up to four years. Multiple scholarships may be granted each year.

Our sincere thanks to Judy and Tom for helping to support the educational endeavors of our future family business leaders. Additional information about the scholarship application requirements can be obtained by contacting Ron Seiffert, Vice President of Finance and Administration at Ohio Dominican at [seifferr@ohiodominican.edu](mailto:seifferr@ohiodominican.edu) or by calling him at 251-4741.

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## THANK YOU JOE LORENZ AND MICHAEL COLBURN

We were privileged to have the opportunity to learn from Joe Lorenz of Pro-Terra Environmental Contracting and Michael Colburn of Lift Performance as they shared information with Family Business Center members at our December Roundtable Meeting. Addressing the topic, *Keeping Up with Business Changes: Aligning The Business Model and Business Culture*, Joe and Michael talked about the challenges and successes Pro-Terra experienced as they worked with family members and their management team to realign the business to keep up with changing market demands. Thank you Joe and Michael for an excellent presentation.

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## 1<sup>st</sup> MEETING OF WOMEN FAMILY BUSINESS LEADERS

On Monday, January 30, 2006, at the Office of the Family Business Center, in the Neighborhood House at Ohio Dominican University, from 7:30 a.m. – 9:00 a.m., FBC will be holding the first meeting of the newly established peer group, *Women Family Business Leaders*. The group will be led by Bea Wolper, Family Business Center Advisory Board Member and partner in the law firm Chester Willcox and Saxbe. Bea will kick-off the year with her presentation *Are You Getting the Respect You Deserve?: Professional Advice for Women Family Businesses Leaders*.

If you are a female member of a family business, either as an owner, family member or non-family member manager, we invite you to join us as FBC follows the growing national trend and establishes our first peer group. This group of women family business leaders will meet quarterly to explore topics of interest. The theme for 2006 is *earning respect*. While we feel there is much to be gained from the input of experts, we understand there is more to be learned from each other. Take advantage of this opportunity to engage in discussion and share ideas with other women leaders of central Ohio family businesses in a small and confidential environment. Future meeting dates will be determined by the group on January 30th. Continental breakfast will be provided. If you are able to join us please e-mail Becky Blatt at [blatt@familybusinesscenter.com](mailto:blatt@familybusinesscenter.com) and you will receive directions to the office and instructions for convenient parking on campus.

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## FAMILY BUSINESS ADVISORY BOARD MEETING

The next meeting of the Advisory Board of the Family Business Center has been scheduled for Wednesday, February 22, 2006 from 5:00 – 7:00 p.m. at the office of Chester Willcox and Saxbe, 65 E. State Street, 10<sup>th</sup> Floor. If you are a member of the Advisory Board, please mark your calendar and plan to join us. Please let Becky Blatt know if you will be coming via e-mail at [blatt@familybusinesscenter.com](mailto:blatt@familybusinesscenter.com)

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## FAMILY BUSINESS NEWS AVAILABLE ONLINE

- The Influence of Successor-Related Factors on the Succession Process in Small and Medium-Sized Family Businesses <http://www.ffi.org/images/nletter/05novinfluence.pdf>
- An Examination of the Challenges Daughters Face in Family Business Succession <http://www.ffi.org/images/nletter/05novdaughters.pdf>
- "Sisters are not doing it for themselves in the business world", *Business Life - Enterprise*, FI.com, November 16 <http://www.ffi.org/images/nletter/05novwomen.pdf>
- "Family Members of Business Owners Welcome in Nova Scotia", NS Government News Release, October 27 <http://www.ffi.org/images/nletter/05novimmigration.pdf>
- "Family Succession Can Be a Tricky Business," *Business Edge*, October 27 <http://www.ffi.org/images/nletter/05novsuccession.pdf>

The National Small Business Poll is a series of regularly published survey reports based on data collected from national samples of small-business employers. For access to their survey reports, visit <http://www.nfib.com/object/sbPolls>

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## STUDY: Leadership Development Greatly Benefits Organizations

Source: Family Business Magazine E-News 12/05/05

A study of best leadership practices conducted by Development Dimensions International, a global human resource consulting firm, has found that strong leadership has a great impact on a company's bottom line. For the study, entitled "Leadership Forecast 2005-2006: Best Practices

for Tomorrow's Global Leaders," DDI polled more than 4,500 leaders and more than 900 human resource representatives in public and private organizations from 42 countries. Among the study's findings:

- **When internally selected leaders fail, it's often because of poor people or personal skills.** More than half (53%) of the human resources professionals surveyed cited "poor people skills" as a reason that internally sourced leaders fail; the same percentage cited "personal qualities (style, attitude, habits)." Lower down on the list were reasons such as "couldn't get results" (43%), "don't have the skills to do the job" (36%) and "poor strategic or visionary skills" (33%).
- **Formal training is the most common leader development practice, but special projects or assignments are the most effective.** Eighty-five percent of the human resources professionals surveyed said their organization used formal workshops or training seminars to develop leaders, compared with 77% who cited the use of special projects or assignments within the person's job responsibilities and 46% who said leadership development included special projects or assignments outside of the candidate's job responsibilities. Yet the leaders surveyed said that special projects were more effective than formal workshops. Sixty-nine percent rated projects within their job responsibilities as "highly effective," compared with 55% who gave that rating to special projects outside of their job responsibilities and only 42% who said formal workshops were "highly effective."
- **Leaders benefit greatly from using mentors or personal coaches.** Nearly all (91%) of the leaders who had a coach or mentor said the experience benefited their careers. Forty-six percent said coaching or mentoring had a "great amount" of impact on their career success, and 45% said it had a "moderate amount" of impact. Only 8% said coaching or mentoring had only a "small amount" of impact, and just 1% said it had "little or none."
- **Organizations with high-quality leader development programs and formal succession management programs have superior business performance (e.g., return on equity, profit margin).** DDI examined the link between leader development programs and company performance objectively as well as subjectively. Both measures yielded statistically significant relationships among leadership development quality, the presence of succession management programs and a range of business performance measures, the firm reports.

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## COMPLIMENTS OF SEQUENT

### One Less Administrative Burden



#### **The Medicare Act eliminates the need for employers to file**

information reports with the IRS about debit card payments under two popular health plans. The change should make it more attractive to employers to add debit cards to their plans and enhance participation.

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## FAMILY BUSINESS NEWS

Family Business Center Member [Pro-Terra Environmental Contracting Co.](#) has won a renewal of its contract to serve as the exclusive environmental contractor for the city of Columbus. The three-year contract calls for Pro-Terra to provide emergency cleanup of chemical and petroleum spills within the city as well as the disposal of hazardous chemicals used by city departments.

Commerce National Bank is hosting *Economic Forecast 2006* on Thursday, January 12<sup>th</sup> from 7:30 a.m. – 9:00. This program will feature Jim Newton, Chief Economic Advisor to Commerce National Bank. The event will be held at the Longaberger Alumni House (next to the Fawcett Center), 2200 Olentangy River Road. Reservations can be made by calling 614.583.2200 or online at <http://www.cnbcbank.com/community-seminarEF06reg.asp>

Robert. W. Setterlin, III, C.E.O. of R.W. Setterlin Building Company has been presented with the 2005 BX Cornerstone Award by the Builders Exchange of Central Ohio. The award is considered to be the highest honor presented by the Central Ohio construction industry, which recognizes an individual's leadership contributions to the community, the industry and the Builder's Exchange.

Family Business Center Service Provider Budros, Ruhlin and Roe has earned a spot on the Bloomberg Wealth Manager 5<sup>th</sup> Annual ranking of America's Top Wealth Managers.

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## FBC DATES FOR YOUR CALENDAR

**Thursday, January 19, 2006 – 7:30 a.m. to 9:00 a.m.**  
in Alumni Hall at Ohio Dominican University  
Breakfast Roundtable

**Thursday, February 16, 2006 – 8:00 a.m. – 11:00 a.m.**  
in Alumni Hall at Ohio Dominican University  
Educational Program

**Wednesday, February 22, 2006 – 5:00 p.m. – 7:00 p.m.**  
Advisory Board Meeting  
Office of Chester Willcox & Saxbe  
65 E. State Street 10<sup>th</sup> Floor

**Thursday, March 16, 2006 – 7:30 a.m. – 9:00 a.m.**  
in Alumni Hall at Ohio Dominican University  
Breakfast Roundtable

**Thursday, April 27, 2006 – 8:00 a.m. to 11:00 a.m.**  
in Alumni Hall at Ohio Dominican University  
Educational Program

**Thursday, May 18, 2006 – 8:00 a.m. to 11:00 a.m.**  
in Alumni Hall at Ohio Dominican University  
Educational Program

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