



MONTHLY MESSAGE AUGUST 2006

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

The Family Business Center of Central Ohio and Setterlin Building Company invite you to the
2006 FAMILY BUSINESS CONNECTION:
TOUR AND NETWORKING FOR FAMILY BUSINESSES
For family members of those involved in family businesses

Thursday, August 17, 2006

4:00 PM- 7:00 PM

Ohio Fire Academy

8895 E. Main Street, Reynoldsburg, Ohio

More than 80 people have registered to attend the 3rd Annual Family Tour and Networking Event at the Ohio Fire Academy in Reynoldsburg. Don't miss this opportunity to spend time with your family and with those involved in family businesses at this event on Thursday.

Beginning at 4:00 p.m., members of the R.W. Setterlin team will conduct a tour of their current expansion project at the Ohio Fire Academy and The Ohio Fire Academy staff will provide opportunities for us to tour their search and rescue training operation, see the fire trucks and emergency equipment and learn about live fire training techniques. Food and beverages will be served afterward and networking will begin at 5:00 p.m. A fire extinguisher demonstration will be performed by FBC's newest member, Jill Marcinik of ABCO Fire Protection Group.

Bring the kids, bring the grandkids and plan to join us for food, fun, and fabulous conversation about family business. This event is free for Family Business Center members and their families and \$65.00 for non-members.

Registration is required to attend and can be done by responding to this e-mail or online at http://www.familybusinesscenter.com/contact_eventreg_new.htm. We hope you will be able to join us in Reynoldsburg on Thursday.

Sponsored By

NOMINATIONS ACCEPTED UNTIL FRIDAY



Nominate a Central Ohio Family Business
for the Family Business Center's

8TH ANNUAL FAMILY BUSINESS AWARDS

Click [here](#) to complete the online nomination form.

Click [here](#) to download the Nominee Application form.

FAMILY BUSINESS AWARDS LUNCHEON ~~ FRIDAY, NOVEMBER 3, 2006 11:30 a.m. - 1:30 p.m. ~~ OHIO DOMINICAN UNIVERSITY

Coming in September...

TRANSITION THE LEADERSHIP OF YOUR FAMILY BUSINESS INTO AN INTEGRATED MANAGEMENT TEAM

Featuring Jason Mlicki, President, Mlicki, Inc. and John Baker of Sequent

Thursday, September 21, 2006

8:00 – 8:30 a.m. Networking

8:30 a.m. - 11:00 a.m. Educational Program

Alumni Hall at Ohio Dominican University

It is important for leaders, family members and employees of family business to anticipate the need for change and to prepare for it. During our September Educational Program, Jason Mlicki of Mlicki, Inc., and John Baker of Sequent will use the transitional experience of Mlicki, Inc., a Central Ohio family business, to demonstrate the elements of transition and the plan that helped them accomplish the change. Understanding the key components of transition; leadership, accountability and behavior, is vital to the successful implementation of the change process.

During this program we will investigate the issues of family succession, and show how Mlicki, Inc. moved the company from the founding generation to the next generation of leadership while managing growth and enhancing the effectiveness of the Mlicki team.

We will explore the importance of developing a short term strategic business plan to help govern the transition period, identifying new roles within the family business, developing strategies for holding those with new responsibilities accountable.

We will also look at the factors that have an impact on the success of changes in behavior; skill acquisition of newly designated leaders, coaching, and the human dynamic of accepting and dealing with the gains and obstacles of change.

Join us on Thursday, September 21, 2006 from 8:00 a.m. to 11:00 a.m. as we study the elements of change, explore ways to ease the transition all family businesses will some day face and hear more about Mlicki Inc.'s successful leadership transition story.

Register for this event at http://www.familybusinesscenter.com/contact_eventreg_new.htm or by replying to this e-mail. Free for members. \$ 65.00 for non-members.

Join the Family Business Center of Central Ohio for the 2006 OHIO Gubernatorial Candidate Forum

The Family Business Center has a table at the 2006 Gubernatorial Candidate Forum sponsored by the Columbus Chamber of Commerce and our other local Central Ohio Chambers of Commerce being held at The Holiday Inn on the Lane, Monday, August 21st, 2006 from 7:30 a.m. – 10:00 a.m.

IF YOU ARE INTERESTED IN HEARING OHIO'S GUBENATORIAL CANDIDATES

Congressman Ted Strickland

and

Secretary of State J. Kenneth Blackwell

YOU ARE WELCOME TO A SEAT AT THE FAMILY BUSINESS CENTER OF CENTRAL OHIO TABLE

If you have not yet made your reservation and would like to attend please contact Becky Blatt at blatt@familybusinesscenter.com. Seats available on a first come first served basis. No charge to members. This is an opportunity to hear the candidates, voice your concerns about business issues in Ohio and network with other Central Ohio business leaders.

MEMBER NEWS

- John F. Schoedinger of Schoedinger Funeral and Cremation Service, will be honored as *Philanthropist of the Year* by the Association of Fundraising Professionals on National Philanthropy Day, Tuesday, November 21, 2006 at noon at the Columbus Renaissance Hotel, downtown Columbus.
- Charles Penzone Family of Salons has been named *Columbus Monthly's Best Spa* four years in a row.
- Sequent has added a fourth office to its network with the opening of Sequent Retirement and Benefits Group in Springfield, near Dayton. Other offices include Columbus, Cincinnati and Philadelphia.

- Family Business Center Service Provider Buckingham Doolittle Burroughs opened its second Florida office in West Palm Beach last month.

REMINDERS

The next meeting of the Women In Family Business Peer Group Meeting will be held on Tuesday, August 29, 2006, from 7:30 a.m. – 9:30 a.m. at the Family Business Center Office on the campus of Ohio Dominican University. Discussion topic: Chapter Three of Good To Great by Jim Collins.

Nominations for the 8th Annual Family Business Awards will be accepted until Friday, August 18, 2006 at 5:00 p.m. Nominations can be done online at www.familybusinesscenter.com.

Family Businesses interested in being considered for one of the 2006 Awards have until Friday, September 22, 2006 at 5:00 p.m. to complete the application form and turn in materials to the Family Business Center office, 1216 Sunbury Road, Columbus, Ohio 43219.

Entrepreneurship and Family Business (BUS 385-01) being taught by Dick Emens and Bea Wolper, with guest lectures by local family business leaders and Family Business Center Service Provider members, begins on Thursday, August 24, 2006 from 6:00 p.m. – 9:30 p.m. and runs for 16 consecutive weeks. To audit the course or for more information contact Becky Blatt at blatt@familybusinesscenter.com.

RECOMMENDED READING

The Family Firm Institute (FFI), of which the Family Business Center of Central Ohio is a member, is an international professional membership organization dedicated to providing interdisciplinary education and networking opportunities for family business and family wealth advisors, consultants, educators and researchers and to increasing public awareness about trends and developments in the family business and family wealth fields. In preparation for their annual conference, being held in San Francisco in October, the speakers at this two day event have recommended the following reading list for attendees. In the event that you are looking for additional books to add to your summer reading list you might consider:

[*A Whole New Mind: Why Right-Brainers Will Rule the Future \(Paperback\)*](#)

by [Daniel Pink](#)

Publisher: Riverhead Trade; Reprint edition (March 7, 2006)

ISBN: 1594481717

[*The Spirituality of Imperfection: Storytelling and the Search for Meaning \(Paperback\)*](#)

by [Ernest Kurtz, Katherine Ketcham](#)

Publisher: Bantam; Reprint edition (December 1, 1993)

ISBN: 0553371320

[*Working with Family Businesses: A Guide for Professionals \(Jossey Bass Business and Management Series\) \(Hardcover\)*](#)

by [David Bork, Dennis T. Jaffe, Sam H. Lane, Leslie Dashew, Quentin G. Heisler](#)

Publisher: Jossey-Bass; 1st ed edition (October 12, 1995)

ISBN: 0787901725

[Managing For The Long Run: Lessons In Competitive Advantage From Great Family Businesses \(Hardcover\)](#)

by [Danny Miller, Isabelle Le Breton-Miller](#)

Publisher: Harvard Business School Press (February 15, 2005)

ISBN: 1591394155

[Topgrading: How Leading Companies Win by Hiring, Coaching, and Keeping the Best People. Revised and Updated Edition \(Hardcover\)](#)

by [Bradford Smart](#)

Publisher: Portfolio Hardcover; Revised edition (April 7, 2005)

ISBN: 1591840813

[Generation to Generation: Life Cycles of the Family Business \(Hardcover\)](#)

by [Kelin E. Gersick, John A. Davis, Marion McCollom Hampton, Ivan Lansberg](#)

Publisher: Harvard Business School Press (January 1997)

ISBN: 087584555X

[When Generations Collide: Who They Are, Why They Clash, How to Solve the Generational Puzzle at Work](#)

by [Lynne C. Lancaster, David Stillman](#)

Publisher: Collins; Reprint edition (March 4, 2003)

ISBN: 0066621070

[Centuries of Success: Lessons from the World's Most Enduring Family Businesses \(Hardcover\)](#)

by [William T. O'Hara](#)

Publisher: Adams Media Corporation (September 30, 2004)

ISBN: 1580629377

[Sustaining the Family Business \(Paperback\)](#)

by [Marshall B. Painsner](#)

Publisher: Perseus Books Group; 1st edition (May 15, 2000)

ISBN: 0738203203

[Selling the Invisible: A Field Guide to Modern Marketing \(Hardcover\)](#)

by [Harry Beckwith](#)

Publisher: Warner Business Books (March 1, 1997)

ISBN: 0446520942

[Wealth and Democracy: A Political History of the American Rich \(Paperback\)](#)

by [Kevin Phillips](#)

Publisher: Broadway; Reprint edition (April 8, 2003)

ISBN: 0767905342

[Reconciling Relationships and Preserving the Family Business: Tools for Success \(Hardcover\)](#)

by [Ruth McClendon, Leslie B. Kadis](#)

Publisher: Haworth Press (March 2004)

ISBN: 0789017997

[Faith and Fortune: The Quiet Revolution to Reform American Business \(Hardcover\)](#)

by [Marc Gunther](#)

Publisher: Crown Business (October 12, 2004)

ISBN: 1400048931

[Handbook of Family Business And Family Business Consultation: A Global Perspective \(Hardcover\)](#)

by [Florence Whiteman Kaslow](#) (Editor)

Publisher: International Business Press (August 30, 2006)

ISBN: 0789027763

[Family Wealth--Keeping It in the Family: How Family Members and Their Advisers Preserve Human, Intellectual, and Financial Assets for Generations \(Hardcover\)](#)

by [James E. Hughes Jr.](#)

Publisher: Bloomberg Press; Rev Expedition (May 2004)

ISBN: 157660151X

[The Great Game of Business \(Paperback\)](#)

by [Jack Stack, Bo Burlingham](#)

Publisher: Currency; 1st edition (October 1, 1994)

ISBN: 038547525X

[The Productive Narcissist: The Promise and Peril of Visionary Leadership \(Hardcover\)](#)

by [Michael Maccoby](#)

Publisher: Broadway (April 8, 2003)

ISBN: 0767910230

[Resonant Leadership: Renewing Yourself and Connecting with Others Through Mindfulness, Hope, and Compassion \(Hardcover\)](#)

Publisher: Harvard Business School Press (October 27, 2005)

ISBN: 1591395631

[Your Lawyer: An Owner's Manual: A Business Owner's Guide to Managing Your Lawyer \(AgatePro\) \(Paperback\)](#)

by [Henry C. Krasnow](#)

Publisher: Agate (October 1, 2005)

ISBN: 1932841121

[Family Wealth--Keeping It in the Family: How Family Members and Their Advisers Preserve Human, Intellectual, and Financial Assets for Generations \(Hardcover\)](#)

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FIVE MISTAKES IN HIRING MANAGERS, EXEC

Compliments of Sequent



Employers commonly make five mistakes when hiring and promoting people into supervisor, manager, and executive positions. That's the finding in a new survey by Right Management. Making these mistakes results in putting people into the wrong jobs, leading to turmoil and costly turnover. For the five mistakes to avoid, click "Full Article."

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[Full Article](#)

FBC DATES FOR YOUR CALENDAR

Thursday, August 17, 2006 – 4:00 p.m. to 7:00 p.m.

Family Business Connection: Tour and Networking Event

Hosted by R.W. Setterlin Building Company at the Ohio Fire Academy
8895 E. Main Street, Reynoldsburg, OH

Tuesday, August 29, 2006 – 7:30 a.m. to 9:00 a.m.
in the Neighborhood House at Ohio Dominican University
Women in Family Business Peer Group Meeting

Thursday, September 21, 2006 – 8:00 a.m. to 11:00 a.m.
in Alumni Hall at Ohio Dominican University
Family Business Management: Easing the Transition to Team Leadership
Educational Program

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

Friday, November 3, 2006 – 11:30 a.m. – 1:30 p.m.
In Sansbury Hall at Ohio Dominican University
8th Annual Family Business Awards Luncheon and Ceremony

Thursday, December 7, 2006 – 7:30 a.m. – 9:00 a.m.
In Alumni Hall at Ohio Dominican University
Breakfast Roundtable
Succession Planning: Ensuring the Continuity of the Family Legacy

Family Business Center of Central Ohio

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