Director's Welcome

What a beautiful fall and a great school year! And it has been a lively time for the Center. We’re on the move. Membership is reaching record highs. Fall programs have been some of the best received ever, and we are looking forward to our annual recognition event on Tuesday, Nov. 19 – see below for more details!

At our 20th Anniversary Recognition Event last year, we were proud to honor our founding leaders in an anniversary video. Please take a look and notice the consistent themes of community commitment, the power of relationships, and the fun of working with family businesses. No one did it better than UT alumnus James R. Findlay, the Center’s Chair Emeritus. We are deeply saddened that he is no longer with us, but we cherish his memory and legacy of loyalty, integrity, philanthropy, humility, hard work and fun. Thanks, Jim, you are always on our shoulder.

In addition, this year we will honor outgoing Advisory Board COBI faculty, Dr. Mike Mallin and Dr. Margaret Hopkins, for their service.

Keeping our leadership strong and innovative is a top priority to delivering quality benefits to our members. Thanks to all those who have led along the way and those who are leading into the future.

Register for our Nov. forum: How to Get to YES When the Road is Paved with NO

The Center will hold its annual recognition celebration on Tuesday, Nov. 19, at 5:30 p.m. at the Sylvania Country Club.

Dr. Joshua Weiss, co-founding senior fellow of the Global Negotiation Institute of the Harvard Negotiation Project, will give a presentation titled “How to Get to Yes When the Road is Paved with No.”
The goal of this presentation is to make you a better negotiator. This event will give you the tools required to successfully negotiate with customers, employees, suppliers and even family members.

Weiss will cover:

- Strategies and tactics to help you gain confidence in negotiating;
- How to negotiate with different people in a variety of relationships;
- How to focus on interests, not positions; and
- Ways to employ objective criteria in negotiations.

These negotiation tips will not only help you in your family business, but also in all aspects of your personal and professional life.

Funded by the Jim and Celia Findlay Foundation, the evening will include networking, a light supper, and recognition of outgoing Center for Family and Privately Held Business advisory board members.

We will pay special tribute to longtime center supporter and our dear friend, the late Jim Findlay, at this program. Findlay, a respected business leader known for his philanthropy and love for UT, passed away Oct. 20 at age 87. A co-founder of the Center for Family Business, Findlay and his wife, Celia, were both UT graduates who gave back to their alma mater. The couple contributed more than $1.4 million to the University, establishing eight endowments and impacting the lives of countless students.

Registrations for the free, public event are requested by Wednesday, Nov. 13.

Welcome New Members

One of our core beliefs has always been to remain member-driven. More members mean more perspectives, more relationship-building and more learning opportunities. The Center is proud to welcome the following new members and we look forward to their participation and contributions.

Seymour and Associates
G.G. Marck & Associates
Ohio & Michigan Paper Company
Performance Packaging
Our membership committee continues to work on improving communication with our members in order to customize and add relevance to Center initiatives. If you know of anyone who would benefit from Center membership, please let us know and we’ll be sure to send them information. And don’t forget to invite them to an upcoming event!

**Fall Events**

We had our largest crowd ever for our September lunch forum, *From Head of the Family to Head of the Firm: The Changing Role of Women in Family Business*. And the crowd wasn’t disappointed. Karen Cady and Dawn Jinsky with Center sponsor Plante Moran spoke about how women are starting and taking over businesses at a higher rate than men and what the effects are on families and family businesses.

The work/life balance was highlighted in a case study in which Kathy Aznavorian spoke about her personal experience of running a golf course and manufacturing company, which was started by her mother.

If you weren’t able to attend, we encourage you to log on to our website and watch Kathy’s poignant talk about the unique challenges and success women face in their businesses. She has an amazing story and is an excellent role model. We thank her and Plante Moran for sharing their experience and expertise.

**Mark Your Calendars**

Upcoming mini-forums:

- Tues. Jan. 14
- Tues. Feb. 11
- Tues. March 4
- Tues. March 18
- Tues. April 15
- Tues. May 13

Mini-forums are members-only and are held at 7:30 a.m. in Stranahan Hall North room 2160 on UT’s main campus. They can also be viewed live via Webcast.

**Vote for Rocky!**

Help Rocky win this week's big battle against Western
Kathy’s children, husband and sister answered questions from their respective roles within the family business. From left: Jennifer Aznavorian, Mike Aznavorian, Kathy Aznavorian, Sandy Mily, Jeff Aznavorian.

**Protecting Your Assets**

Asset protection is a form of risk management. During this presentation, Jane Marie Rahe and Chris McGraw with Fifth Third Bank shared what family business owners need to know about the 2013 Ohio Legacy Trust.

**Top Secret: Safeguarding What Gives Your Company an Edge**

If you don’t think your company has a trade secret, Barry Fissel with Eastman & Smith will find one by asking three questions. The first is: do you have clients? Barry talked about identifying your trade secrets and then protecting them. This very informative mini-forum highlighted many real life examples of where loyalty and
trust have gone wrong. Also be sure to check out the sponsor insight below for more information on this topic from Barry.

Click on the links to watch these and many other presentations on our website. Anyone can view our Sept. 17 forum; however our mini-forum archives can be accessed by members-only. Members, please e-mail us if you need your username and password.

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**Senior Group Tours Hirzel Canning and Farms**

Much appreciation to Bill Hirzel for hosting our fall seniors meeting. We enjoyed hearing his story and talking about the Hirzel's family commitment to family legacy, innovation and planning. And we were treated with a tour of their operations – and even got to try some freshly made kraut! Watch for the next meeting this winter when the group will share ways to choose a successor.
Congratulations to Toft Dairy, 2013 EBE Family Business Award Winner

Congratulations to Eugene Meisler of Toft Dairy, Center member and recipient of the Entrepreneurial and Business Excellence Hall of Fame (EBE) Excellence in Family Business Award. They will be honored at the annual EBE event on Thursday, November 7. Checkout the EBE Website for a list of all awardees. Please let us know if you are interested in attending and joining the fun of recognizing some of the best innovators in our region.

Sponsor Insights

Protecting What Gives Your Company a Competitive Edge

By Barry W. Fissel, Attorney at Eastman & Smith Ltd.

Volatility in the employment market over the last decade has caused employees to change employers with greater frequency. Your company probably has lost, or will lose, key employees who hold trade secrets or important customer relationships. Does your company have appropriate protections in place, planning for departure of employees?

Click here to read more!
Toledo Rocket Pride Pack!

The Rockets have two big home games coming up and they need your support! Buffalo will be at the Glass Bowl on Tues. Nov. 12 and UT will host undefeated Northern Illinois on Wed. Nov. 20. Click on the link to view special group ticket packages.

Toledo Pride Pack Ticket Packages

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**Mission:** The UT Center for Family & Privately-Held Business is a resource dedicated to fostering education and networking by partnering for success and transition.

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