



family business roundtable

The Family Business Roundtable Presents a Panel Discussion on
“DEALING WITH AN UNDERPERFORMING FAMILY MEMBER”

Disciplining employees who are not adequately fulfilling their job function is always difficult. Turn that employee into a family member and “difficult” can turn into an emotional disruption of family relationships and business operations.

This program will offer you a process to openly deal with those family members who under perform in a family business. It will also demonstrate that “It is never too late to get it right.”

This presentation will include a panel of family business members and experts who will offer their “real life” experiences on this very difficult subject.

About the panel:

Jim and Ann Marie Kwaizer work with Families in Business who want to maximize their family and business assets.

Ann L. Begler is the founder and Principal of the Begler Group, a Pittsburgh firm providing services in mediation, complex facilitation and organizational change management.

Steven L. Ross, P.E. is a Vice President and part of the third generation Executive Team for Universal Electric Corporation, located in Bridgeville.

We would like to thank the following sponsor for their support of our April 19th Event.

The Cardello Building

1501 Reedsdale St, Pittsburgh, 15233
(412) 322-5242
For directions:
www.cardellobuilding.com

When: April 19th, 2006

5:30 pm– 6:15pm: Networking and Hors d'oeuvres
6:15pm—8:00pm: Presentation and Discussion

Where: The Cardello Building

Who Should Attend:

Business Owners, Spouses, Family Business Owners, Sons and Daughters, Friends, Colleagues, and Extended Family Members.

Cost: F.B.R. Members are Free!, Guests of an F.B.R. Member are \$20, and \$40 for non-members

This program will answer the following questions:

1. What emotional floodgates will you open and how do you deal with them?
2. What are “fair and consistent” steps in dealing with underperformance that can apply to other family members?
3. When is the right time to start the process?
4. When action is taken how do you keep the extended family from going “ballistic?”

**To reserve your seat call or email Leigh Baxter at
1-888-829-2162, lbaxter@thebank.com.**

Upcoming Event:

The Family Business Awards—2006

Join us at Dave and Busters on May 12th
to celebrate the success of family businesses in the past year.



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“DEALING WITH AN UNDERPERFORMING FAMILY MEMBER”

About the Panel

Jim Kwaiser is a Certified Management Consultant and **Ann Marie Kwaiser** a Registered Nurse. They work with Families in Business who want to maximize their family and business assets.

These strategies focus on the skills of Communication, Organizational Development and Succession Planning. With over 35 years of experience, Jim and Ann Marie are nationally recognized facilitators, authors and consultants who have worked with, for or in over 1,000 Families in Business.

Together they founded C.H.A.L.L.E.N.G.E.S. inc. and now have representatives (family members!) in Michigan, Las Vegas, Nevada, and Mercer, Pennsylvania. They truly are a Family Business that works with Families in Business.

Jim and Ann Marie are members of many Professional Organizations including the Family Firm Institute, the Family Business Roundtable, The Family Business Center at NexTier, The National Speakers Association, the Institute of Global Ethics, and the Institute of Management Consultants to name a few. The Kwaiser's also serve as a member of the Board of Directors and/or Board of Advisors for a number Family Businesses around the United States.

Jim and Ann Marie can be contacted through their web site at: www.challengesinc.com or call 1888-273-8307.

Ann L. Begler is the founder and Principal of the Begler Group, a Pittsburgh firm providing services in mediation, complex facilitation and organizational change management. Although no longer actively engaged in the practice of law, Ms. Begler remains *of counsel* to the Pittsburgh law firm of Frank, Bails, Murcko, Gubinsky and Gale. She is a 1971 graduate of the University of Pittsburgh and a 1975 graduate of the Duquesne University School of Law. Ann can be reached at: 412.391.4000.

Steven L. Ross, P.E. is a Vice President and part of the third generation Executive Team for Universal Electric Corporation, located in Bridgeville. Universal Electric Corporation is a designer and manufacturer of electrical products and has been family owned for more than 70 years.



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Reservation Form

Name

Company

Address

Phone

City, State, Zip

Email

Type of Reservations	# Of Reservations	Cost Per Person	Total Cost
Member Reservations		Free	
Non-Member Reservations		\$40.00	
*Guest Reservations		\$20.00	

*Members are permitted to bring up to three guests per dinner program event for the discounted cost of \$20.00 per guest.

Please fax reservation forms to (724) 772-2873 or
Mail Reservation Forms and Payment To:

20249 Rt.19
Cranberry Twp., PA 16066

Amount Enclosed: _____

Please make checks payable to
The Family Business Roundtable.

Interested in becoming a member of the Family Business Roundtable? Membership is \$125.00 per year and includes admission to all FBR evening programs. As a member, you are also entitled to invite three guests to attend per evening program at the discounted rate of \$20.00 per person.

For more information on becoming a member, please visit our website at www.fbrpgh.org or contact David J. Dietrich, PhD at (412) 264-4615.