

Family And Business: An Uneasy Combination?

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The term "family business" is usually associated with positive thoughts and meaning. But as anyone with experience working with family businesses knows, there can be times when the "family" part interferes with the "business" part. Even worse, there are times when the "business" part can damage the relationships in the "family" part beyond repair. Clear, open, and honest communication is the first key to avoiding both of these problems and creating conditions for the family business to thrive. Business and human resource planning are activities that will help the business continue to meet the needs of the family.

Let's consider the family first. The family exists as a social institution in order to provide a loving and nurturing environment for people to live and grow. Family members fill their roles naturally; managers do not select them. A family unit is characterized by words such as growth, nurturing, love, and relationships.

Now consider a business. Fundamentally, a business exists for the purpose of generating profits that will financially support ownership and employees.

Businesses achieve this by taking resources such as labor, capital, and raw materials and using them to produce something that can be sold at a profit. Business is characterized by words such as management, profits, control, performance, and compensation. Businesses must have people (both management and labor) possessing interests, skills, and abilities that meet the needs of the business.

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DairyOne Conducts

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The meeting also included award presentations to top Chester and Lancaster County producers.

Gideon Stoltz Jr. of Honeybrook had the top DairyOne herd for protein in Chester County in 2002. His herd averaged 884 pounds of protein.

David Lair of Oxford was honored for having lowest somatic cell count herd for Chester County, with an SCC of 100,000.

Lester Newswanger received the award for production in Lancaster County, with a rolling herd average of 28,925 pounds of milk, 1,032 of butterfat, and 856 of protein. Tom and Dale Smith of Denver had the top-producing Brown Swiss herd, at 16,580 pounds of milk.



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