So many of us start the New Year with a list of goals and resolutions and I’m no different. Yep, it’s the typical list; lose weight, exercise, financial security, and balancing business and family. My personal favorites are the goals that we strive for related to EI and forum protocols…listen deeper, empathize more, remember to appreciate someone, learn something new daily, demonstrate gratitude, step out of your comfort zone, pause and breath before you speak, and provide shared experience rather than advice.

Thinking about my goals, how do I celebrate the achievement? When I complete the goal, I cross it off the list and that is my win. So I ask, how can we celebrate goal achievement as a team? When an employee meets a goal, it also needs to be recognized, are we doing that effectively?

When was the last time I celebrated an employee’s win? How do the employee and the team want to celebrate the successes? Celebrating success has an impact on a company’s culture. Ask yourself these questions, perhaps you are doing this well within your company or maybe you need to improve upon it. Make it a goal for 2013!

The Great Game of Business showed us how important it is to collectively have a company goal where everyone wins. Congratulations to Isola Imports on the implementation of their mini-game. Read about their update below. Kudos to the CFBC Marketing and Membership Committees. They will be rolling out their mini-game next month, so watch for your "M & M mail".

Don’t forget to register here for our February 27 workshop with Dr. Annie McKee on Resonant Leadership through Emotional Intelligence.

Have a joyful day,

Judy Hogel
Chicago Family Business Council at DePaul University
Executive Director
Great Game Update: Isola Imports

Michael Nitti of Isola Imports wanted to share with the CFBC the first month of the Great Game, mini-game constructed at Isola Imports.

Michael says, “We had a decent outcome as the team earned $1200 of the $1500 for the month. They know they have still room for improvement but all in all not bad. We are not sure about the appreciation factor at this point but we are moving in the right direction.”

On the left is a picture of the Isola Imports team standing below their scoreboard. The CFBC wants to wish them the best of luck with the future of their mini game.

New Member Welcome

The CFBC is thrilled to welcome our newest member, President and CEO, Alan Jania of Diamond Envelope Corporation. Alan founded the company in 1984 with just two others in his basement. Since then, the company has grown tremendously. Alan is not the only member of the Jania family who is involved with the company, his two sons, and daughter work for the company as well. The CFBC is very excited to add Alan to our family.

Did You Know

How is Your Email Etiquette?

Is your email saying what you wanted it to? Was your tone misunderstood in a previous email? You can now prevent yourself from making errors in the future. These two articles on email etiquette cover everything from privacy issues to responding to people in a prompt matter. Click here for Microsoft's email etiquette, and here for Business email etiquette.
DePaul Spotlight on Dr. Jaclyn Jensen

**CFBC:** Tell us a little bit about your department?

**Jaclyn Jensen:** I am an Assistant Professor in the Department of Management. My department is comprised of faculty with expertise in organizational behavior, human resource management, entrepreneurship, operations management, business ethics, and leadership. We teach and interact with students at the undergraduate and graduate level and a number of faculty are very involved in outreach with the business community. I personally teach classes that focus on organizational behavior and human resource management and conduct research on employee misbehavior in organizations. I'm interested in understanding more about why employees misbehave and mistreat others, and what organizations can do to curb hostility and aggression in the workplace.

**CFBC:** Tell us why you chose to come to DePaul

**JJ:** I joined DePaul University in Fall 2012 after spending 6 years as a faculty member at George Washington University in Washington, DC. DePaul impressed me as a university that had great respect for both teaching and research, which are two of my passions. I also felt that DePaul valued interactions with the business community, and I hope to be able to build a network of business contacts in the Chicago area. This type of network helps me stay current on how organizations and managers are thinking about issues I discuss with my students, for example employee motivation or ethical decision making, and is also valuable to my research on employee misbehavior in organizations.

**CFBC:** What was your first impression of DePaul?

**JJ:** I was impressed with the quality of teaching and the faculty’s dedication to their students. I regularly hear about faculty who spend time meeting with students outside of class, whether to provide career advice or serve as an informal mentor. I was also very impressed with the vast network of alumni who are very enthusiastic about DePaul and generous in their support. For example, just a few weeks after I came to campus, the school celebrated its re-dedication as the Driehaus College of Business. There was a sincere appreciation for all the College has accomplished so far, and a great sense of energy around where we are headed in the future.

**CFBC:** What do you wish CFBC members knew about DePaul or your department, and why?

**JJ:** I wish that CFBC members knew that the members of my department can be a great resource to you for organizational issues you may be dealing with. There are a number of ways to connect with my department, whether through individual faculty members, or through the department’s Center for Creativity and Innovation which regularly sponsors programming that might be of interest to CFBC members.
CFBC: How could you serve as a resource for the CFBC members, and how could they serve as a resource for you?

JJ: I would gladly be available for speaking or consultation to CFBC members, particularly in the areas of human resource management and employee behavior. If there is an employee issue you are struggling with, and could benefit from an outside perspective, please let me know. As I work to build my network of Chicago area business contacts, I am also always looking for guest speakers for my classes, which would allow you the chance to get to know some of our students and connect with the university further.

CFBC: Tell me about someone who has influenced your decision to do the work you do?

JJ: There have been a number of people who have influenced my work, but I would say the primary influence was seeing a former colleague be really poorly treated by her boss. The treatment was completely unwarranted – the boss was an ignorant jerk and had no problem putting others down and making inappropriate remarks. I saw how it negatively affected her personal well-being and disposition at work, and despite being a great performer, how she started to withdraw and was never quite the same afterwards. Ever since I have been really passionate about fair treatment and justice in the workplace and making sure that people are treated with respect and dignity.

CFBC: What would you tell our members who are thinking about working with DePaul?

JJ: There are a number of resources available to you through CFBC’s relationship with DePaul, whether access to faculty experts or other business contacts, which may be relevant to issues you are facing or ideas you are considering for the future. I welcome the opportunity to get to know you and learn of ways that I might be able to assist you and your organization.

CFBC: What do you do when you aren’t working?

JJ: My husband and I enjoy running and scuba diving. Fortunately Lake Michigan has great running paths, but the water is much too cold to enjoy diving in!

CFBC: What are your plans for the future?

JJ: I’m looking forward to getting to know more of my colleagues in the College of Business as well as connecting with external groups such as the CFBC. I’m also excited to meet more students and introduce them to the field of management and the potential it holds for their future careers.
In the News

The CFBC would like to recognize Gina Krusinski of Krusinski Construction Company for her great work in marketing and PR. On December 5th, during the Krusinski Construction Company Christmas Party, Gina received the bi-annual DIG Award from KCC. Gina's knowledge of marketing and PR is not limited to KCC, she is also the Marketing Chair for the CFBC.

The CFBC would like to extend a congratulations to Jeff Wisdom of Wisdom Adhesives Worldwide. He was featured in the Daily Herald Business Ledger because of Wisdom Adhesive adding Worldwide to their company name to reflect the growing importance in supplying adhesives to the global packaging and converting markets. To read more about Jeff and Wisdom Adhesive Worldwide, click here.

The CFBC would like to celebrate Jacqui McGrew of Hoodz for being featured in Crain's and we're grateful to her for mentioning the CFBC. Jacqui and her husband have made some positive changes and look forward to having a fresh new year ahead of them. To read more about Jacqui and Hoodz, click here.

The CFBC would also like to mention our friend, Nick Sarillo from Nick's Pizza for his article in Crain's. In this article Nick talks about the different stages his company has been in as well as his New Year's resolution. To read more about Nick and Nick's Pizza, click here.

Around Town

Email etiquette has been mentioned in the Did You Know section of our newsletter, and here it is again! On February 4th, Built in Chicago will be sponsoring "Startup Secrets: Best Practices for Email Marketing". Join 3 successful entrepreneurs who live and breathe email marketing: not only do they use it to grow their companies, but they help other startups follow best practices for successful campaigns and tracking. They'll share their stories and secrets for success that you can implement as soon as you get home. To learn more about this presentation, click here.

Are you looking for something fun to do on February 7th? You're in luck! Wrigley Field is opening up for some late-night ice skating. There will be a reception beforehand at Bernie's and tickets include food, drinks, hot cocoa and skate rental. If you are interested in participating and want to learn more, click here.

There is a lot to do around Chicago during the month of February. If you want some ideas, click here.
CFBC Foodie

NEW Newsletter Section:
Here is a little treat for all of our CFBC Foodies. We will be featuring restaurants recommended to us by our CFBC family and friends. If you think you know of a restaurant that would be a great feature, email Christina and it will be features in an upcoming newsletter. Now here is a recommendation by our very own, Bob Carmody.

"A little gem in Little Italy. I almost don't want to share this because you'll come and make this place too crowded! I love Davanti Enoteca. It's unique and still very comfortable. Chef Scott Harris, co-founder of the Francesca's Restaurants (20 of them in Chicagoland) created a different place here. It's like an Italian Tapas place. More than that each dish is unique with ingredients in combinations that at first seem odd, but given a taste, they are wonderful and things you'll want to remember. By the way, Chef Scott got his start on the south side during high school at Fox's Pub".

"They serve each dish in fun ways. VASI, little glasses contain spreads. My “must have every time” is ricotta and local honey comb. Served with toast that has huge holes in it to hold tons of the spread. BOARDS, beautiful wooden planks that hot mascarpone polenta is spread across. The ragu of the day is then cradled in the big crease that's been made down the center of the polenta. Everyone just digs in. Too much fun and the price is right too. I could go on but the best thing is to go there yourself and enjoy. Or, call me and I'll be happy to join you there". - Bob Carmody

Because of Bob's great recommendation, the CFBC staff enjoyed Davanti Enoteca for their holiday lunch. We thought it was definitely as good as Bob said it would be, and do encourage other CFBC friends and family to try it out.

Add us to your social media! Like us on Facebook, follow us on Twitter, and join our LinkedIn group.

Chicago Family Business Council's 2012-2013 Executive Committee

Chairman, Brian McIlwee, McIlwee Millwork
President, Burt Klein, PortionPac Chemical Corporation
1st Vice-President, John Friedman, Northern Container
2nd Vice-President, Bob Carmody, Diana's Bananas, Inc.

Chicago Family Business Council Staff

Judy Hogel, Executive Director
Christina Phelps, Program Coordinator
Liz Fidanovski, Administrative Assistant