



Donald J. Jonovic, Ph.D.

Bio & References

Family Business Management Services
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DONALD J. JONOVIC, Ph.D., an advisor to business owners since 1973, focuses on the unique issues related to management development, growth and ownership transition in the successful owner-managed business. His professional consulting practice has included industrial and agricultural clients throughout North America, ranging in size from \$1 million to \$2 billion, with an emphasis on companies transitioning to management teams, including those with a significant proportion of non-family key managers.

AREAS OF SPECIALIZATION. Dr. Jonovic's expertise covers a range of areas, including:

- Development and management of shareholder communication processes
- Establishment of owner/partner policies, including risk and return standards
- Creation of comprehensive shareholder and partner agreements
- Transition of management to successors related or unrelated to current owners
- Development of key management teams
- Design and implementation of shareholder value-directed compensation systems
- Formation and management of boards and advisory teams
- Facilitation of business planning and strategic positioning projects

BOARD SERVICE. He has helped to create, and serves on and chairs numerous advisory and formal boards in closely held businesses. In his board service, Dr. Jonovic chairs a number of compensation committees, and has been instrumental in the creation and implementation of incentive and growth-participation compensation plans for key managers. He also serves on strategic planning committees, frequently acting as facilitator of management, strategic planning, and positioning sessions.

CONSULTING/TRAINING ACTIVITIES. He has worked with manufacturers, banks, professional firms, and farm bureaus, designing and delivering client and advisor training programs to help those organizations assure business growth and continuity for their customers, clients and members.

PUBLICATIONS/BOOKS. Founder of Cleveland's Family Business Management Services, and President of its publishing division, Jamieson Press, Dr. Jonovic is a frequent contributor to the business press. He has written eight books and produced a video on business ownership, family business transition, and the management of change in the closely held company:

- **VIDEO: Surviving Family Farming Whitewater:** A Transition and Succession Workshop on DVD
- **Ag-Planner/IV:™** An Agreement Builder for Family Agribusinesses (*with Pamela J. Jonovic*)
- **The Ultimate Legacy:** How Family and Closely Held Businesses Can Achieve Their Real Purpose
- **Someday It'll All Be Yours...Or Will It?** How to Survive-and Enjoy-Succession in a Family Business
- **Planmaker:™** A Growth and Succession Planning Workbook for Family Companies
- **Passing Down the Farm:** The OTHER Farm Crisis
- **The Second-Generation Boss:** A Successor's Guide to Becoming the NEXT Owner-Manager of a Family Business
- **Outside Directors in the Family-Owned Business:** Why, When, Who, and How
- **Someday It'll All Be ...Who's?** The Lighter Side of the Family Business

Dr. Jonovic's management column in *Successful Farming* reaches more than 1 million readers every month, and has been one of the most popular features in that magazine since the column's inception in 1984.

EDUCATION/ACADEMIC AFFILIATIONS. He holds a B.S. in Mathematics from Marquette University, and received his M.A. and Ph.D. in Communication at the University of Wisconsin at Madison. He is a former adjunct professor with the Communication Science Department of Case Western Reserve University. Dr. Jonovic has been a visiting lecturer at universities throughout the U.S. and Canada. He has presented workshops and served as advisor to businesses and agribusinesses in Australia and New Zealand, and has been a member of the faculty of the respected Texas A&M Executive Program for Agricultural Producers (TEPAP) since the program's inception in 1992.

Dr. Jonovic and his wife, Pamela, live in Shaker Heights, Ohio. He can be reached at Family Business Management Services, P.O. Box 201400, Cleveland, Ohio 44120. PH: 216/752-7970; Fax: 216/752-4100; email: djonovic@familybusinessmgt.com; Web: www.familybusinessmgt.com.

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Formal and Advisory Board Memberships

- AMERICAN DEHYDRATED FOODS, INC.**, Springfield, Missouri (Manufacturing—dried egg and meat products)
- CAST NYLONS LTD.**, Cleveland, Ohio, (Manufacturing—sheaves, wearpads, nylon near net shapes)
- COTE FAMILY COMPANIES**, Minneapolis (Resorts/Recreation—children’s camps, golf, real estate)
- EDART NATIONALEASE.**, Hartford, Connecticut (Equipment Leasing—trucks, fleets, logistics)
- G-3 ENTERPRISES**, Modesto, California (Packaging/shipping—intermodal transportation, bottling, copacking)
- MEDICAL SERVICES CO.**, Cleveland, Ohio (Healthcare—home medical services and equipment)
- PACIFIC MUTUAL DOOR CO.**, Kansas City, Missouri (Distribution—sash & door, real estate development)
- RUDOLPH BROS. IMPLEMENT INC.**, Booneville, Indiana (Equipment Dealership—farm and consumer)
- SANTA HOLDING CO.**, Bridgeport, Connecticut (Wholesale/Retail—petroleum terminals, heating oil)
- R.W. SIDLEY, INC.**, Painesville, Ohio (Mining/Materials/Construction—sand, gravel, concrete)
- SIMMONS FOODS INC.**, Siloam Springs, Arkansas (Agribusiness—diversified poultry producer)
- YORK CONTAINER CORP.**, York, Pennsylvania (Paper Converting—corrugated packaging)

Lecture/Seminar References

- ASHLAND UNIVERSITY**—Paul A. Sears, Ph.D., 401 College Ave., Ashland, OH 44805 (419/289-5212)
- CANADIAN FARM BUSINESS MANAGEMENT COUNCIL**—Susy Kilby, Ottawa, Ontario K1R 6K7 (888.232.3262)
- CORNELL UNIVERSITY**—Steve Richards, 415 Warren Hall, Ithica, NY 14853 (607/255-9854)
- ELIZABETHTOWN COLLEGE**—Mary Beth Matteo, Alpha Hall, Elizabethtown, PA 17022 (717/361-1275))
- FARM CREDIT SERVICES SOUTHWEST**—Gary Dyer, 3003 S. Fair Lane., Tempe, AZ 85282 (602/431-4139)
- KING’S COLLEGE FAMILY BUSINESS FORUM**—Patrice Persico, 133 N. River St., Wilkes-Barre, PA (570/208-5900)
- MONASH UNIVERSITY (AUSTRALIA)**—John Morris, Ph.D., P.O. Box 527, Frankston, Victoria 3199 (61 3 9904 4314)
- RABOBANK AUSTRALIA GROUP**—Kobie Neal, Sydney, Australia (kobie.neal@rabobank.com)
- SUCCESSFUL FARMING/MEREDITH CORP.**— James Cornick, 1716 Locust St., Des Moines, IA 50336 (515/284-3000)
- SELF STORAGE ASSOCIATION**—Michael Scanlon, 1900 N. Beaugard St., Alexandria, VA 22311 (703/575-8000)
- TEXAS A&M UNIVERSITY**—Danny Klinefelter, Dept. of Ag. Econ., College Station, TX 77843 (409/845-7171)
- MICHIGAN FARM BUREAU**—Deb Schmucker, 7373 W. Saginaw Hwy., Lansing, MI 48917 (517/323-7000)
- UNIV. OF CONNECTICUT**—Diane Mitchell, Family Business Program, 368 Fairfield Rd, Storrs, CT 06269 (860/486-5740)
- UNIVERSITY OF ILLINOIS**—Dennis Dubois, 815 W. Van Buren #200, Chicago, IL 60607 (312-413-2752)
- UNIVERSITY OF KENTUCKY**—Connie Blakemore, 245 Gatton College, Lexington, KY 40506 (800/284-6407)
- UMASS FAMILY BUSINESS CENTER**—Ira Bryck, 358 N. Pleasant St., Amherst, MA 01003 (413/545-1537)
- UNIVERSITY OF NEW HAVEN**—Paul L. Sessions, 300 Orange Ave., West Haven, CT 06516 (203/932-7421)
- UNIVERSITY OF PITTSBURGH**—Shelly Taylor, Family Enterprise Center, Pittsburgh, PA 15260 (412/967-1533)
- UNIVERSITY OF TOLEDO**—Debbe Skutch, Center for Family Business, Mail Stop 103, Toledo, OH 43606 (419/530-4058)