

JULY

"Looking Inward to Celebrate & Appreciate"

"Coming together is the beginning.
Keeping together is progress
Working together is success"

- Henry Ford

The best leaders recognize that success is not achieved by the solo efforts of one person, but is built by the collective work put forth by the individuals who make up the team.

To sustain business success, it's important to celebrate your team and their achievements. Whether it's with a dedicated employee appreciation day, weekly teambuilding exercises, an offsite outing, or regular verbal praise, your efforts will be well spent and not go unnoticed. This July, take the time to celebrate your team, the values that you share and all of your accomplishments. Who doesn't love a little fun at the workplace!

INSIDE THE COMMUNITY

We asked these IFBE Insiders what team appreciation looks like within their family's business...

Fred and Eriko Taffer,
Tonbo Visual Promotions
IFBE Member 2017

In this issue

Theme for the month

Inside the community

This month's events

Media must-sees

Upcoming Events

Family Business Seminar: Passing the Torch

Thursday, July 20, 2017
8-10:30am
Saint Joseph's University

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Q. What qualities of your team and employees are valued and celebrated most within your business?

A. At Tonbo Visual Promotions, we value consistency, respect and courteous professionalism. We welcome all input, ideas and opinions with the ability to problem solve.

Q. What are some of the ways that you and/or your business show your appreciation for your team?

A. We like to promote a family environment at Tonbo. Besides regular positive verbal acknowledgements, we treat our team to a variety of outings from golf days, concerts, sporting event tickets and dining out; along with monetary rewards and various samples/products we produce. We offer the option to participate in retirement plans where we match the % they save. We always try to be inclusive and share in all the perks we receive as business owners. It's important at Tonbo that everyone knows how vital they are to our team/family and how valuable their individual contributions are to the success of our organization.

Q. In terms of teambuilding, do you have any past examples that were successful and that you would recommend to other teams?

A. Tonbo doesn't do any structured team building, but rather offers all of the many perks listed earlier. We feel this builds a close-knit work team and environment. It helps with the day-to-day operations when everyone enjoys coming to work and the people they work with.

Tonbo Visual Promotions is a woman owned, certified minority business. Founded in 1993 by Fred and Eriko Taffer, Tonbo's mission is to provide professional, innovative solutions for the print and promotional needs of corporations, small businesses, civic organizations, schools and event organizers. With a focus on customer service, Tonbo works to promote cohesive and consistent brand images through the effective use of promotional products, printing, imprinted apparel, exhibits, displays, incentive programs, company stores and more.

Media Must-Sees



New "Success by the Numbers," a monthly column to help your family business maintain its entrepreneurial spirit and family unity! **READ Marc Kramer's** article on **7 Steps to Developing a Strategic Focus.** [Click Here to Read.](#)



WATCH On Demand Webinar

Final part of the 4-part series with Wells Fargo/Abbot Downing, "The Family Business GPS - Navigating Effective Transitions"

The New York Times: 10 Books Business Owners Should Read

Summer reading! "Every Family's Business," by Thomas William Deans, Ph.D. Ranked as one of 10 books every business owners should read by the NY Times.

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JULY EVENTS

Family Business Seminar: Passing the Torch The Pros & Cons of Succession, Sale & ESOP for Effective Business Continuation



Thursday July 20, 2017
8-10:30am
at Saint Joseph's University
Current Members & Partners: Free
Open to the Public

Join family businesses from across Greater Philadelphia to hear thought leaders and practice experts from the **Pennsylvania Center for Employee Ownership** and **The Initiative for Family Business & Entrepreneurship** at Saint Joseph's University, discuss best practices in succession planning.

[Learn more.](#)

SAVE THE DATES

Thursday, September 27, 2017

Family Business Legacy Speaker Series
5-7:30pm
Speaker TBD

Wednesday, October 25, 2017

Family Business Seminar: Steps to Assembling an Effective Advisory Board
8-10:30am
Saint Joseph's University
Members & Partners Only

Thursday, November 9, 2017

Family Business Seminar: The Value & Role of Family Meetings
8-10:30am
Saint Joseph's University
Members & Partners Only

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