

FEISC Newsletter

<https://andersonuniversity.edu/the-kim-s-miller-family-enterprise-institute-of-south-carolina/>



The Kim S. Miller
**Family Enterprise Institute
of South Carolina**
at ANDERSON UNIVERSITY

December 2024



Coming Up:

- January 14th Breakfast Briefing, Elizabeth Bagger, Avanti Family Business Advisory, UCG
- February 19th Lunch Briefing, Coach Bobby Lamb, Sullivan's Metropolitan Grill
- March 13th Breakfast Briefing, John Uprichard, Find Great People, UCG



The Kim S. Miller
**Family Enterprise Institute
of South Carolina**
at ANDERSON UNIVERSITY

Breakfast Briefing

**Understanding Family Systems
Dynamics: Navigating and
Nurturing Relationships for
Family and Business Success**



In family businesses, the dynamics of personal relationships play a powerful role in shaping the business's growth, resilience, and longevity. Yet the area is often overlooked. During this session we will dive into family systems dynamics - the interconnected roles, relationships, and influences among family members - and explore how these affect business decisions, leadership transitions, everyday interactions and a family's ability to enjoy their shared ownership.

Guest Speaker:
Elizabeth Bagger
Avanti, Founder



January 28,
2025



8:00am-
9:30am



225 S. Pleasantburg Drive
Greenville, SC 29607



<https://voyage.andersonuniversity.edu/register/BreakfastBriefingJanuary2025>

2025 Calendar of Events

Breakfast Briefing - January 28, 2025
University Center of Greenville

Lunch Briefing-February 19, 2025
Sullivan's Metropolitan Grill

Breakfast Briefing-March 13, 2025
University Center of Greenville

Lunch Briefing-March 26, 2025
Columbia, SC

Workshop Series-April 22 & 29, 2025
University Center of Greenville

Breakfast Briefing- May 21, 2025
University Center of Greenville

Lunch Briefing-July 16, 2025
Anderson University

Fall Social-August 18, 2025
Biltmore Estate

Lunch Briefing-September 17, 2025
Columbia, S.C.

Breakfast Briefing-October 15, 2025
University Center of Greenville

Annual Conference-November 12, 2025
University Center of Greenville

Announcing Our Newest Member:



Member Spotlight



US&S was recently recognized as one of South Carolina's 50 Fastest Growing Companies. This prestigious honor highlights the company's commitment to excellence and significant contributions to the state's economy. US&S enjoyed the opportunity to commemorate the outstanding accomplishments of their team at a ceremony held on Friday, October 25th at the beautiful City Club of Greenville. As US&S continues to grow, they are excited about the opportunities ahead and remain dedicated to delivering top-quality services.

Encouraging Healthy, Balanced, and Productive Holidays

by: Leslie Hayes, The Hayes Approach

It may be the “most wonderful time of the year,” but the holidays can be hard on health and productivity. Year-end deadlines, holiday events, travel, and family obligations make it easy for business owners, family members, and employees to feel overwhelmed. Help your team members and their families with these strategies:

Encourage Balance

Often people feel torn between work responsibilities and personal commitments. Provide flexibility to help employees take care of the increased holiday personal activities so that they are not distracted at work. Consider designating an “early close” afternoon to allow employees to attend to errands or shop during business hours or allow employees to make small adjustments to their schedules or take an occasional extended break to attend to family matters. Flexibility alleviates stress and can prevent burnout, and employees who feel personally supported are more likely to return to work refreshed and committed to their work responsibilities.

Encourage Physical Health

With food, parties, long days traveling, late nights shopping, and close social gatherings, the holidays have many opportunities to overdo and overindulge while skimping on sleep, exercise and personal health. It’s no surprise that many people welcome the new year heavier, grumpier, and nursing an illness! Make wellness easier with healthy snacks at work. Organize fun, daily fitness challenges and encourage employees to take short walks (how about a walking meeting?) or stretch breaks. Post reminders about healthy habits like sleep and hydration and ensure company gatherings include healthy and non-alcoholic options.

Encourage Mental Well-being

Sometimes the holidays bring feelings of stress, loneliness, or anxiety. Post reminders about Employee Assistance Programs (EAPs) or mental health resources. Encourage short work breaks to recharge, complete a mindfulness exercise, or share a funny story with a colleague to help employees relax, recenter, and improve their perspective. Create opportunities for gratitude —such as a Thankfulness Board where employees can post notes about the things for which they are grateful (either at the company or personally) or a canned food drive. Intentional gratitude can help boost morale and reduce stress.

Encourage Clear, Realistic Expectations

Set realistic expectations about work priorities. During the holidays, employees often juggle multiple work projects with increased personal expectations. Setting clear and achievable goals for the holiday period helps employees stay focused and prevents stress. Regular check-ins can help ensure team members feel supported and connected.

By encouraging balance, health, and realistic expectations businesses can help employees stay healthy and productive during the season.

2024 Annual Conference

The Kim S. Miller Family Enterprise Institute annual conference gathered leaders to discuss growth, legacy, and change in family-owned businesses. Keynote speaker Lisa Cooper, President of Mast General Store, shared her journey of revitalizing a historic business by balancing tradition with sustainable growth.

In the session "Navigating Transitions," Bill and Jim Stranberg offered strategies for integrating non-family executives into family enterprises, focusing on leadership and cultural harmony.

Hagen Rogers, in "Mergers and Acquisitions in the Family Enterprise," outlined key M&A strategies, emphasizing preparation and timing to ensure successful outcomes.

A panel on "Mastering Succession Planning" provided practical advice on smooth leadership transitions, moderated by Steve Nail.

Donald Harper introduced his "Planned Change Model," focusing on optimizing human resources through structured goals.

The conference delivered actionable strategies for sustaining and growing family businesses while preserving their unique legacy. Special thanks to sponsors SouthState Bank, The Hayes Approach, Southern First Bank, Pendleton Street Business Advisors, and Watermark Advisors, LLC.

