

Fence
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pathetic about Hahnfeld's plight. "Part of the problem is the closeness of the homes, the small lots," explained Hahnfeld to officials about why he needed to build the higher, sturdier fence. "There is only 21 feet between the two houses and in the summer, when you have the door open, you can hear someone sneeze. I was unclear (that) you needed a permit to replace an existing fence." Neighbor Patrick Feeney defended the Hahnfelds' track record as good neighbors. "I don't want to discuss the legalities of the fence ordinance. I want to address their civic pride. He's enhanced our mutual property values ... We support him in his request." Each council member congratulated Hahnfeld for being such a dedicated, conscientious homeowner. But they also stressed that ordinances are in the books for a reason, to protect the city in the long run by not setting bad precedents. "It's really a dilemma," council member JoAnne McShane said to Hahnfeld, who was standing at the microphone. "I appreciate what you've done. It's important for everyone to maintain their properties. But darn, we have

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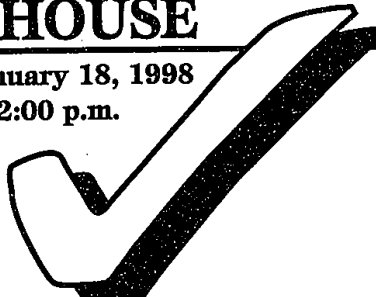
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Suspect caught in tech theft

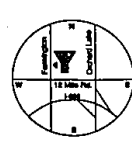
BY LARRY O'CONNOR
STAFF WRITER
 Farmington Hills police arrested a 23-year-old Detroit man who said he'd been cleaning up an office, but appeared to be cleaning it out instead. The man was expected to arraigned on charges of breaking and entering in 47th District Court Friday. If convicted, he faces up to 10 years in jail. At 8:45 p.m. Wednesday, police were called to JP Ryan Associates on Northwestern Highway on the burglary alarm. When an officer arrived, he saw a man walking from a door to the building. The man was told to stop but started to run. He chased and caught near Fairway Park. Police found computer equipment wrapped in a blue jacket in front of a 1993 Jeep Cherokee. The business owner told police three employees saw the man in the building as they were leaving for the day. The man told them he was waiting for the cleaning crew. "I think that was part of the ruse, telling employees that he was part of the cleaning crew when in fact he was not," said Tim Swanson, Hills police sergeant. "Apparently, it was enough to pacify the employees." When he was caught by police, the man said he was supposed to be cleaning the office "and got stupid (and) tried taking computers." The man apologized to officers and said he'd never been in trouble before.

Experts
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Department of Management and Organizational Sciences, it's quite wonderful to work with your family. "Seeing your children blossom in their career and to have the opportunity to work with your father or mother is great," he said. Soberman and other advisers and members of the local business community provide the following family-business advice and tips for those who are part of "the family" or those who are outside the family and work for a family-run business. ■ As the owner or CEO or a company, treat family members with respect. And never handle each of your offspring the same way. Each child should be treated according to his or her abilities. "That's the key," said Soberman. "You run into huge problems if the CEO or owner thinks he or she has to treat each of his children the same," said Soberman, who once helped run his own family paint business before they sold it to a Fortune 500 company. Soberman cites, as an example, a family-run automotive supplier company in which the father, who is president, believes in treating all four sons who work there exactly alike. "He insists that they receive the same pay, that they have the same stock ownership and everything else," he said. "But that doesn't work and future conflict will arise, especially when the father passes away. In the interest of treating everyone equally, the father is blowing it as it's unlikely that four people would have the same experience, same motivation, same desires to achieve," he added. "If the father hired the four off the street, he would treat each as an individual and that's how he should run his company." ■ Beware of generational disension. "I see generational conflicts all the time," said Ahmad Ezzeddine, assistant director of Professional Development at the Wayne State University School of Business Administration. Ezzeddine counsels businesses on everything from training to management development. "You have fathers who start a business and it's like, 'I don't care what color the cars are as long as they are black,'" Ezzeddine said. "But if the market demands something else and the principles and demographics have changed since the start of the company, then the founders have to accept that," he added. ■ Realize that you can't close the door at quitting time and shut off the day. "We may not be at work," said Harry Wingerter, who owns the Bon Ton Shoppe in Farmington with his wife, Stella, "but work's on our mind all the time." ■ Realize that working with family can sometimes be discouraging. "Working with one's family can be incredibly gratifying as well as frustrating," Soberman said. He warns that "there are many complications that do not exist when you are working for or with unrelated people. Like the difference between living with a roommate and living with a spouse. If there's a roommate, you can get another."

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