



Holiday Greetings from the Ware House 100% fact free newsletter

On Thanksgiving Day I survived a near-death experience. Having largely renounced wine and Cuban cigars, I over-indulged on Tday. Plenty of stupid in that decision. Upon finishing the cigar walk, I labored up the stairs and did a face plant on my bed. Once again leaving Janey to discreetly explain that her husband was “indisposed” (i.e. hanging on for dear life in their bedroom). Small wonder that Janey shudders when I cheerfully suggest that we have a party.

In March, my dear mother, Pat, passed peacefully at 96 in Appleton, with daughter Wendy and me bedside. Pat never renounced wine. She loved her evening cocktail. Biz partner Keith Robinson’s favorite recollection of Pat was the afternoon that she interrupted our working session with a cheerful cry, “Jimmy, is it cocktail time yet?” And then there was the time she visited an elementary school to read stories to the children. When the teacher announced it was snack time—cookies and milk—white-haired Pat in her wheelchair asked one of the children, “Can I get a cocktail?”

Here is the family’s last visit with Pat in January:



(Nikki, me, Alex, Janey, sister Wendy)

Another loss in 2018 was Janey’s father, Dwain, who came to live with us in 2012. He passed peacefully at 83.

After two years absence from the corporate scene, Janey joins RTI Surgical in January. Located in Northbrook, they are a leading global surgical implant company. Janey has enjoyed her time with the girls and coped mightily with spousal annoyance (medication has helped...).

I try to minimize shameless bragging in these letters. The last thing any of us need during the stressful holiday season is for someone to be inappropriately happy.

Puh-leaze, have some common decency. Don’t rub it in our faces. We’re all just trying to survive until the New Year arrives. That said, I am struggling to write about my daughters without falling into shameless boasting. Perhaps if I document enough of my own shortcomings, it will offset the successes they’ve had and not offend readers.

Alex is a senior at Stevenson and has found her passion: dance. This year she competed in a national dance event in which she—ok, here it comes, the shameless part—was crowned the top dancer (“Miss Dupree”):



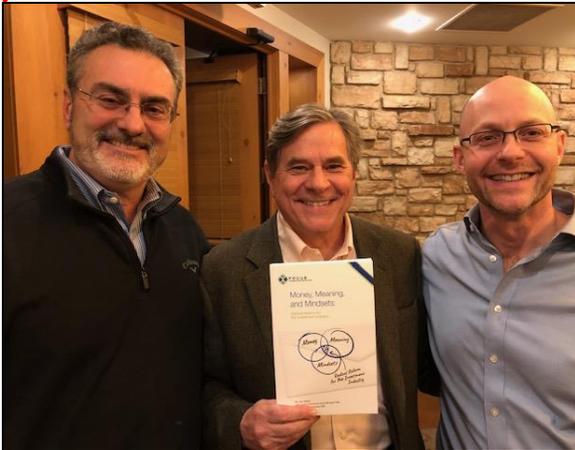
Alex is applying to top dance schools. Shocking, as *23andme* revealed NO dance genes in my history. Baryshnikov, I’m not. Nikki also has found her passion: basketball. Unfortunately, my being vertically challenged has made it hard for Nikki to succeed. But she has. She is the varsity team’s starting point guard. Given her auburn hair color, she is known on the team as “L’il Red.” Warm wishes, The Wares





FCG News: Times are a-changing. No tie for me in all of 2018. And one client in Laguna Beach thought I was over-dressed in shoes and socks. They insisted that I wear sandals and promptly gave me a pair. What's next in 2019? No jackets? Blue jeans? I'm not taking off my shirt. (I can hear the sigh of relief.)

On the publishing front, FCG cranked out two new books this year, and one last year. Pictured below are Keith Robinson, myself, and Michael Falk who authored, *Money, Meaning and Mindsets*. CFA Institute reviewed the book favorably and opined that it was "ahead of its time." So, wait five years, then read it.



Jamie Ziegler and I with help from Liz Severyns wrote *Type, Talent, and Teams* which describes the Enneagram personality system and applies it to investment teams. In an effort to remain the "most humble person in the universe" I asked Jamie to cover my face in the photo below:



(I would have included a mention that I was asked to speak at Harvard but I'm not going to for fear of losing my "most humble" status.)

The final book that we published was *Lessons on Leadership: for leaders who don't think they need lessons on leadership*. Modesty prevents me from mentioning the name of the author. As one wag put it, "this book is really necessary for our industry. Many investment firm leaders couldn't lead themselves out of a bathroom, with a flashlight, map, and signage." After a rip like that, we hasten to add the phrase our Southern clients use: "But bless their hearts." (Apparently, this phrase allows you to say pretty much any blistering comment you wish...)

We do occasionally take breaks from writing and see clients. FCG has assembled a team of experts that skillfully fulfill our mission of creating great places to work. I couldn't be prouder. I have surrounded myself from FCG's inception with professionals who are way more talented than their humble founder. If you don't believe me, just ask them.



(Me, Liz, Bryan, Keith, Laura, Jamie, Michael)
Sincere thanks to all our clients and friends in the industry. We are blessed to work with bright, kind, and successful people. Best wishes for the New Year,
The FCG team