

**GOOD BOOT** | B9

Windows makes it easy for you to present your own slide shows

**THE ARTFUL SHOPPER** | B9

Crafters become a social group at Strawberry Fields Scrapbook

**OF MUTUAL INTEREST** | B10

Too many pay the government too much in taxes on their func

# BusinessMonday

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**IN BRIEF**

**Gulf Coast Village workers honored**

Gulf Coast Village, a continuing care retirement community in Cape Coral, was recognized for patriotism and service by the National Committee for Employer Support of the Guard and Reserve.

Kay Woods, dining services supervisor, was honored for going above and beyond to ensure that Omar Ortiz, a dining services staff member, can serve the country while maintaining his employment at the community. Ortiz also was commended.

**Sanibel Captiva Trust Company hosts event**

The Sanibel Captiva Trust Company recently hosted a WOW, or Women.Opportunit.y.Wealth, seminar at the Sanctuary Golf Club on Sanibel.

Kathy Feinstein, a licensed mental health and sports performance counselor in Naples, spoke on improving relationships and cognitive skills.

Lana Hudson, a certified health coach and mental health counselor, discussed the power of mind-body practices for a healthy life.

Women in the audience received a personal data worksheet designed to organize financial and health documents.

**Nuviva executives attend conference**

Executives of Fort Myers-based Nuviva Medical Weight Loss recently participated in the A4M Orlando 19th annual World Congress on Anti-Aging and Regenerative Medicine conference to promote the company's franchise opportunities.

Clinics feature a multi-phase weight-loss program, with franchises in Orlando/Baldwin Park, Boca Raton and two locations in Sarasota.

Original clinics are in Fort Myers, North Naples and south Naples.

**Public relations firm relocates**

Gravina, Smith, Matte & Arnold Marketing and Public Relations has relocated to 12474 Brantley Commons Court, near College Parkway and Summerlin Road in south Fort Myers. The phone number remains 275-5758.



LINDSAY TERRY/THE NEWS-PRESS

Lisa Sands, an adviser/manager of VIP Commercial Realty in Fort Myers, took over her ex-husband Paul's real estate group after he passed away last year.

## Instinct pays off

**Ex-wife steps in when leader Paul Sands dies**

BY DICK HOGAN  
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Paul Sands was the hearty, fiercely optimistic head of a Fort Myers-based commercial real estate team and he could put a deal together lightning fast.

He couldn't acknowledge that the cancer he'd been fighting for years was about to kill him. But in April 2010, it did. He was 58.

His ex-wife, Lisa Sands, is a careful, methodical

person with a knack for handling finances and a long career in residential real estate. Her boss says she "measures twice and cuts once."

But she had no chance to use her analytical skills when Charlie Ashby — the broker for VIP Realty, where Paul Sands had his team — asked her a startling question less than a week after Paul's death.

Ashby wanted to know if she'd take over as the head of Paul's team. Time was short: In the high-stakes, competitive world of commercial real estate, Paul's competitors were already

swooping in to steal his customers.

It's a question that's asked often when a businessman dies, but experts say there are no easy answers. It's not always the right thing to do and most people don't have a plan of succession in place.

Lisa Sands had remained close to Paul since their divorce in 2006 and had always been the one who handled their finances. But she'd never worked in commercial real estate and hadn't considered it until Ashby asked her.

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## Vehicle recalls no cause for alarm

But take in your car or truck for repairs as soon as possible

The Associated Press

DETROIT — Most cars and trucks recalled at some point in their lives don't be surprised if a letter arrives telling you to bring in your vehicle for repairs. Recalls address safety problems, even if they are minor.

Last year, for example, automakers called back more than 20 million vehicles in the U.S. That's the most since 2004. Last week, a recall of the Ford F-150 pickup ballooned to 1.2 million vehicles.

Do not be alarmed if your car or truck is recalled, but do take action.

**Get the repairs done**

In a recall, you'll get a letter telling you to bring your vehicle to a dealer for repairs. Sounds simple, right? Yet 30 percent of owners never take the time to get the work done. Recalls don't mean an affected vehicle will have a problem, but why take a chance? Take the F-150 recall. The air bags could inflate unexpectedly even if there's no crash, mainly on 2005 and some 2006 models. It's happened 269 times, but what if it happens off while you're driving?

"The bottom line is it's a free repair. Get it done. It may save your life," says Clarence Ditlow, executive director of the Center for Auto Safety.

**Be aggressive**

Recalls are reported by the media, but it takes a month or more for that for car companies to mail out letters to owners, and to send parts and instructions to dealers. If your car shows signs of the problem, don't wait for the recall letter. Call your dealer and have the problem checked. In the F-150 recall, a warning light is supposed to come on before the air bag deploys.

**Check for recalls**

When automakers announce recalls, they search state databases to find owners. But if you've moved a lot or have a second car, they may not find you. It's a good idea to search the National Highway Traffic Safety Administration database for recalls. Go to safecar.gov. Click on vehicle recall and plug in the year and model of your car. If you find one, call your dealer or the automaker's customer service line and

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# SANDS

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Still, her answer came quickly: Yes, she would.

"It was probably more of an emotional decision," Sands said. "Kind of a family decision to preserve what Paul had built. Paul had been here at VIP for 20 years and we didn't want to lose it all."

A year later, she's made the transition successfully. The team is thriving.

But experts say it doesn't always work out that way.

For one thing, said Ava Fluty, a business trainer who also teaches at FGCU, it's rare that any forethought is given.

"The succession plan is done on the drive home from the funeral," she said.

Being caught unaware is just the beginning for the person who takes over, Fluty said.

If the business is one that depends on personal relationships, she said, "Transferring that to a spouse or kids can be a problem if they haven't built those relationships themselves.

They can lose those customers and relationships very quickly after the death."

If the new person in charge hesitates too long or hasn't been trained for the job, the value of a business can simply disappear, Fluty said. In one case she handled, a dentist refused to make plans to bring in a younger partner even though he knew he was going to die.

As a result, the dental practice's value quickly went to zero after his death, she said. His wife ended up with nothing.

But planning goes only so far, said Bill Dueease, a business coach and business broker who runs The Coach Connection, a matchmaker for people and member-coaches.

Sands did the right thing when she made her decision without extended analysis, he said.

"She used her gut. That's the way to make your decision. It's not a rational choice, you can't sit down and do charts and so on," he said.

Ashby said he had

known Sands a long time and knew she was competent, with a good work ethic.

But he acknowledged that his decision to offer her the job wasn't a carefully thought-out one.

Paul Sands' assistant, Kim Hudak, suggested Lisa to him, Ashby said. "Lights went off" and he knew she was the one for the job.

"I never had a second thought or wondered whether it was the right decision," he said. "It's one of those things you know in your gut and in your mind it's the right thing to do."

Dueease said situations such as Sands' tend to work out well in his experience.

A more daunting task, Dueease said, is engineering a transition when the owners bring in their children as successors but won't let them actually run the place.

"The old guard won't go away and the new guard needs the freedom to do it their way," he said. "The second generation can never do it the way the first generation did. If they try, they'll fail."