



RCI Technologies, Inc.

IT Solutions Provider

Our Mission



RCI Technologies, Inc. has been in business for *three decades*, providing professional services, contingent staffing, and technical solutions. Our mission is to thoroughly understand our clients' needs and requirements while delivering the *right solution, the first time, every time.*

Company Data



Headquarters:

1133 Green Street
Iselin, NJ 08830

Branch Offices:

Washington, DC
Houston, Texas

Graduated 8(a), MWBE, SDB
GSA Schedule 70: 35F-0440S
DUNS #: 800739989



Anisa Balwani, President

In business for *thirty years*

RCI's President, [Anisa Balwani](#), is the President of the *US Pan Asian Chamber of Commerce Northeast Chapter*, serves on the *WBENC* Governing Board, and is a dedicated member of the *WPO*.

RCI Technologies, Inc: Our Family Business

- + Anisa Balwani, President, 60% Owner (Wife)
Raj Balwani, Vice President, 40% Owner (Husband)
Nisha Balwani, Business Development, Employee (Daughter)
- + Siblings, parents, spouses, In-laws - All family run business face similar challenges
- + How to capitalize on the positives of family business and reduce the negatives
- + The three things that are essential to any family business: Understanding Personalities, Maintaining Work/Life Balance, Setting Expectations.



1: Understanding Personalities

- + Understand your partner's strengths & weaknesses
- + The differences between personalities in personal life versus professional life
- + Leave your preconceptions at the door
- + Allow other people in the workplace to form their own opinions about your partner
- + Know that there will be a learning curve



2: Maintaining Work Life Balance

- + Establish clear boundaries for “home” & “work”
- + Know when it’s ok to talk about business and when it’s not
- + Discussions should be resolving an issue, not just a continuation of a conversation that was started in the office
- + Discussions should remain objective, not personal



3: Setting Expectations

- + Ensure job roles and descriptions are clear and understood by all parties
- + Clear and open lines of communication on goals and objectives
- + Company goals should be transparent. Each family member should know what they're working towards and what 'success' looks like



What Is The Succession Strategy?

- + Very important to establish for all businesses, but especially for family run businesses
- + Is there an outsider you trust enough to be a good fit?
- + If passing it on to a family member, are you prepared to relinquish control?
- + Must have a clear plan, be extremely transparent, and be prepared to adapt your role into that of a mentor/advisor, instead of a manager



Thank You!

Anisa Balwani
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Chapter President, [USPAACC-Northeast](#)

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